



Occupational

OUTLOOK

REPORT

Stanislaus County

2002-2003



# STANISLAUS COUNTY

## OCCUPATIONAL OUTLOOK REPORT

&

## TRAINING DIRECTORY

2002 - 2003

**A Product of the**

**California Cooperative Occupational Information System**



Administered by

Terry D. Plett, Director

In Cooperation with:

The State of California Employment Development Department

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The Stanislaus Economic Development and Workforce ALLIANCE is one of the nation's first organization's overseeing both job training and economic development activities. The ALLIANCE is responsible for bringing both public and private partners together to ensure the continued economic viability of Stanislaus County. A one stop concept has resulted in two key agencies partnering together to form an umbrella organization:

#### **Department of Economic Development**

Is committed to marketing Stanislaus County as a place to do business by focusing on business retention, workforce preparation, creation and attraction of jobs.

#### **Department of Employment & Training**

Provides job training and placement services. Business Service Consultants work closely with both local employers and applicants to find the best possible match for their employment needs.

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Who took valuable time from their busy schedules to complete the occupational surveys.

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# Introduction

## PROJECT OVERVIEW

The labor market information presented in this report is the product of a cooperative effort between the Labor Market Information Division (LMID) of the California Employment Development Department (EDD) and the Stanislaus County Department of Employment & Training (DET). This report is the result of that effort and forms a part of the state wide labor market research project, entered into under the auspices of the California Cooperative Occupational Information System (CCOIS).

Initiated by the EDD in July 1986, as the State/Local Labor Market Information Program, 2002, marks the ninth year that Stanislaus County has participated in the CCOIS program. These annual reports are custom tailored to the needs of Stanislaus County employers, job seekers, job counselors and placement personnel through solicitation of the advice and assistance of local business, education, and government leaders in the selection of the occupations to be surveyed.

## PROGRAM GOALS & OBJECTIVES

The goal of the labor market research project is to assist in developing a method which more effectively links the training, skills, abilities, and occupational goals of job seekers to the labor force preparation requirements of local employers.

The objectives of labor market research are to accurately collect, analyze, and distribute information about the Stanislaus County labor force. To provide that information to local employers, private and nonprofit organizations, out-placement agencies, vocational counselors, educators, job developers, job seekers, firms making training site recommendations, and economic development and planning professionals.

## OCCUPATIONAL DEFINITIONS

The following explain the terms used in the occupational summaries:

### WAGES

This section of the report defines wage categories, and enables comparison of salaries across occupations through different salary ranges. All wage data were collected between July and November of 2002. The wage data are categorized as follows:

New Hires, no experience	The wages of persons, who may be trained, but with no paid experience in the occupation.
New Hires, with experience	The starting wage paid to journey-level or experienced persons just starting at the firm.
Experienced, 3 years with firm	The wages generally paid to persons with three years journey-level experience at the firm.



## EMPLOYMENT TRENDS:

### SIZE

These terms are used to describe the size of a particular occupation. The estimated number of workers in that occupation is taken from the CCOIS Occupational Employment Projections, Table 6-1997-2004, or the total employment represented by the survey responses -- whichever is greater, and calculated by the total labor force taken from the Stanislaus County Metropolitan Statistical Area Report. Occupations are rated by the following:

TERM	PERCENT OF WAGE / SALARY EMPLOYMENT TOTAL
Small	Less than 15%
Medium	15% up to, but not including 30%
Large	30% up to, but not including 65%
Very Large	65% and above

### GROWTH

These terms describe the expected rate of growth for the occupation relative to the average rate of growth expected for all occupations in Stanislaus County (2.2 percent/year).

Much Faster Than Average	1.50 times average, or more
Faster Than Average	1.10 up to, but not including 1.50 times average
Average	.90 up to, but not including 1.10 times average
Slower Than Average	Less than .90 times average
No Significant Change	Size to remain stable
Slow Decline	Size to diminish from current number of employees

### TURNOVER RATE

We divided the total vacancies from promotions and employees leaving the firm in the past 12 months by the total number of employees in the occupation, to arrive at the annual percentage rate of turnover.

## SUPPLY/DEMAND ASSESSMENT

The terms in this section of the report refer to the relative difficulty that employers experience in locating qualified applicants for entry and experienced level positions in each occupation. They are:

**Very Difficult** - Demand is considerably greater than supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists. This means that qualified applicants encounter no competition in their job search.

**Moderately Difficult** - Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times and applicants may find little competition in their job search.

**Not Difficult** - Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

## RECRUITMENT

Refers to the primary methods used by employers when advertising for qualified applicants.

## BENEFITS

Refers to measurable non-wage reimbursement, i.e. insurance, sick leave, retirement, etc. of full time employees.

## EMPLOYER REQUIREMENTS

This section of the report defines the amount and examples of work experience, education, and skills required by surveyed employers. The following terms define the percentage of employers who stated a desire in the specified training, experience, or other requirements.

All employers	--	100% of the survey respondents
Almost all employers	--	80% up to, but not including 100%
Most employers	--	60% up to, but not including 80%
Many employers	--	40% up to, but not including 60%
Some employers	--	20% up to, but not including 40%
Few employers	--	Fewer than 20% of respondents

## DISTINCT OCCUPATION INDICATORS



### NON-TRADITIONAL OCCUPATION ICON

This icon is used to represent occupations that have been determined to be non-traditional occupations for women. Responding employers reported that collectively less than 25 percent of their employees in surveyed occupations are women.



### TARGET ICON

This icon designates an occupation that is both a Demand occupation and a Quality occupation (see below).



### QUALITY ICON

This icon designates those occupations in which "MOST" employers (at least 60 percent) provide a median wage of at least \$7.50 per hour for a "NEW HIRE / NO EXPERIENCE", a forty hour work week, and at least three of the following benefits: medical insurance, paid sick leave, paid vacation, or a retirement plan.



### DEMAND ICON

This icon designates those occupations having a job base of more than 400 employees and a report from employers that it is "MODERATELY DIFFICULT" or "VERY DIFFICULT" to find "FULLY EXPERIENCED AND QUALIFIED" applicants.

## ABBREVIATIONS

BLS -	Bureau of Labor and Statistics
CCOIS -	California Cooperative Occupational Information System
EDD -	Employment Development Department
LMID -	Labor Market Information Division
LWIA-	Local Workforce Investment Area
OES -	Occupational Employment Statistics
OOR -	Occupational Outlook Report
DET -	Department of Employment and Training
SIC -	Standard Industrial Classification system
WIB-	Workforce Investment Board

## USES OF THE OCCUPATIONAL OUTLOOK REPORT

### **Career Decisions**

Career counselors and job seekers can make informed occupational choices based on skills, abilities, interests, education, and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor demand, and sources of employment and training.

### **Program Planning**

This report provides local planners and administrators with employment, training, and placement data, occupational size and expected growth rates. Program planners can use this data to evaluate, improve, and eliminate programs, or to plan new programs.

### **Curriculum Design**

Training providers can assess and update their curriculum based on current employer need and projected trends, as indicated in this report.

## **Economic Development**

Government agencies and economic development organizations will find information on the labor pool, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in our labor market area.

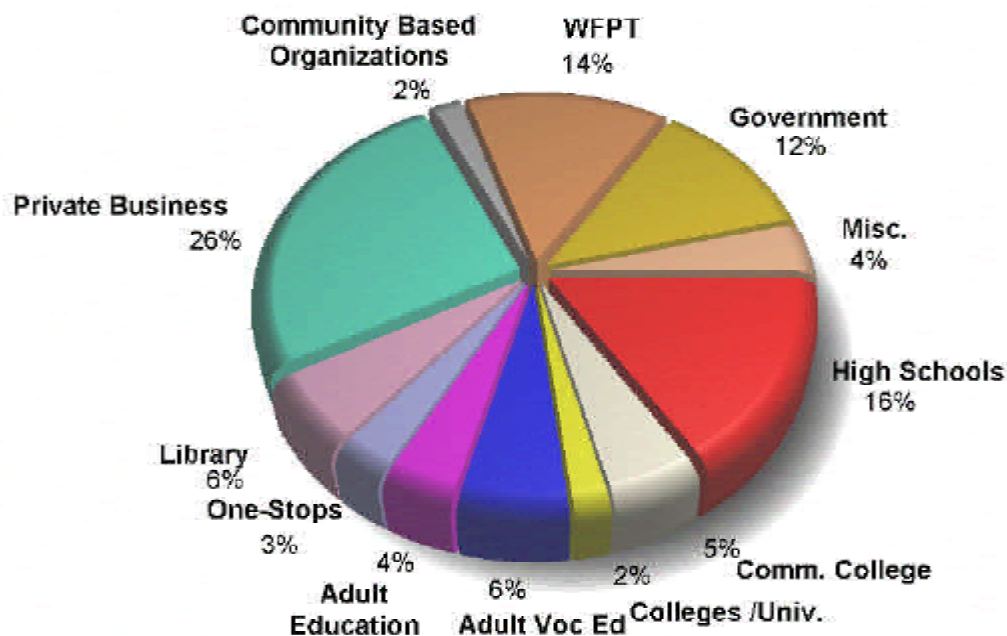
## **Program Marketing**

Training providers can effectively market their programs by informing students, employers, and others that the chances for job placement are much greater because their training programs are developed using reliable local occupational data.

## **Human Resources**

Small business owners and large corporate human resource directors can use this report to help determine competitive wages and benefits, improve their recruitment methods, and assess the availability of qualified workers for business relocation or expansion purposes.

## ORGANIZATIONS USING THE OCCUPATIONAL OUTLOOK REPORT



# Methodology



## OCCUPATION SELECTION

At the State Level:

The CCOIS provided each participating Local Workforce Investment area with a list of the fast-growth occupations eligible for survey in 2001. Fast-growth occupations were identified by information collected by the California Labor Market Information Division (LMID).

At the Local Level:

A steering committee, composed of representatives from local business, education, employment and training organizations, was formed and met in April 2002. The committee selected the occupations to be surveyed in Stanislaus County for 2001, by considering:

- 1) Occupations listed by the CCOIS
- 2) Community requests for local occupational information
- 3) Occupations that would provide the best opportunity for placement of two levels of clientele -- non-skilled or untrained applicants and skilled or trained/trainable applicants.

## EMPLOYER SELECTION

The LMID staff chose a representative sample of employers for each occupation from the CCOIS generated employment list for Stanislaus County.

The staff then reviewed the employer samples, adding and deleting employers as necessary during the course of the study.

## SURVEY PROCEDURES AND DATA COLLECTION

In July 2002, staff mailed approximately 874 CCOIS standardized questionnaires to 698 participating employers. Follow-up calls were made to employers who did not return the questionnaires. Additional questionnaires were mailed, faxed, or completed during phone and personal interviews with the employers. Data collection was completed in November 2002.

Employers who did not employ personnel in the specified occupation, hired only family members for that occupation, used employees from a private contract agency for that occupation, or declined to participate were deleted from the sample (497 surveys or 57 percent of total).

All occupational data and employer information were reviewed to ensure accuracy and completeness. Unclear or conflicting data were clarified by telephone interview with the employer.

Of the remaining 377 surveys active in the study, 254 responses (67 percent of active) contained usable results.

Relevant and supplemental data were obtained from the O\*net online website and US Works.com website.

## DATA TABULATION AND RESULTS

The 254 usable survey responses were tabulated and analyzed in accordance with LMID defined methodology. The final occupational summaries for the 2002-2003 Outlook Report were prepared based on that analysis and are presented on pages 13 - 53 of this report.

Although wage information is shown to the nearest whole number for ease of comparison, the reader should not interpret this as an indication of precision.

Employer responses to open-ended questions are reported in all categories in which at least 20 percent of the employers gave the same response to the question. The percentages represent the percentage of employers who responded to each specific question.

### **Each occupation summary provides information on the following subjects:**

**Definition** - cites the occupation's definition as it appeared on the survey and as specified in the U.S. Department of Labor Dictionary of Occupations.

**Wages** - included in this report are those paid by the employers participating in the survey for employees at three levels of experience. The report does not include extreme wages.

**Benefits** - summarizes the types of benefits that are typically available in the occupation. Full time benefits only are shown. Part-time benefits were not represented due to the small percentage of employers paying benefits to part-time employees.

**Employment Trends** - specifies the size of the occupation, the estimated growth projection for the occupation, and lists the industries employing most of the employees in the occupation.

**Supply/Demand Assessment** - reflects the relative levels of difficulty Stanislaus County employers experience finding qualified applicants to fill vacancies within an occupation.

**Recruitment Methods** - compares the resources used by employers to find qualified applicants to fill vacancies within an occupation.

**Employer Requirements** - summarizes the minimum level of education required by employers for new applicants, the certificates or licenses required, and any specific skills needed to perform the occupation.

**Other Information** - specifies the percentage of employers that promote employees in the occupation to higher level positions and possible career ladders.

**Training Opportunities** - lists a few institutions where prospective job seekers may obtain training for the occupation. (More information on training opportunities can be found in the Training Directory at the end of this report.)

# 2002 Occupational Summaries

# AUTOMOBILE BODY and RELATED REPAIRERS

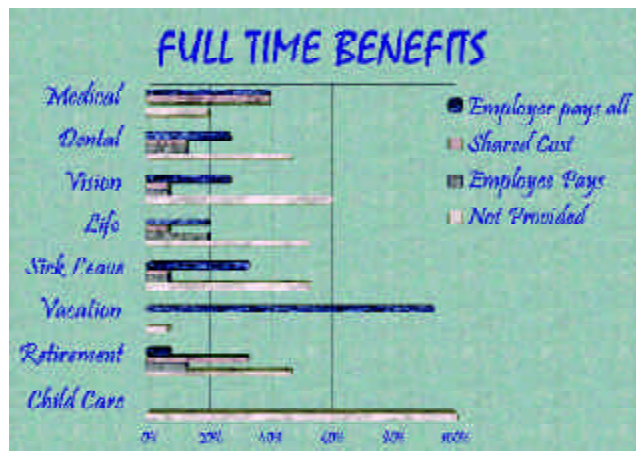
15 FIRMS - 175 EMPLOYEES



OES CODE: 853050

## DESCRIPTION

Automotive Body and Related Repairers repair, repaint, and refinish automotive vehicle bodies, straighten vehicle frames, and replace damaged vehicle glass.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.00	\$8.00	\$9.00
New Hire - Experienced	\$8.00	\$14.00	\$18.00
3 Years Exp. with Firm	\$14.00	\$19.50	\$23.97

## EMPLOYMENT TRENDS

Size of Occupation	Medium (250-280)
Gender	Male 100% Female 0%
Projected Growth	1.7% / yr.
Rate of Growth	Slower than Average
Openings due to Growth	4 / yr.
Openings due to Separation	7 / yr.
Turnover Rate	17.7%

## WHERE THE JOBS ARE

New and Used Car Dealerships	51%
Automotive Body Repair Shops	42%

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with very few (7%) offering swing shifts. Fulltime workers averaged 40 hours per week, with 98% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Many employers (53%) report that employment levels over the last 12 months have remained stable, while almost as many (47%) reported growth. Some new hires (30%) were as a result of growth, however, most (64%) were from openings due to employees leaving. Many employers (53%) expect employment levels over the next 24 months to grow.

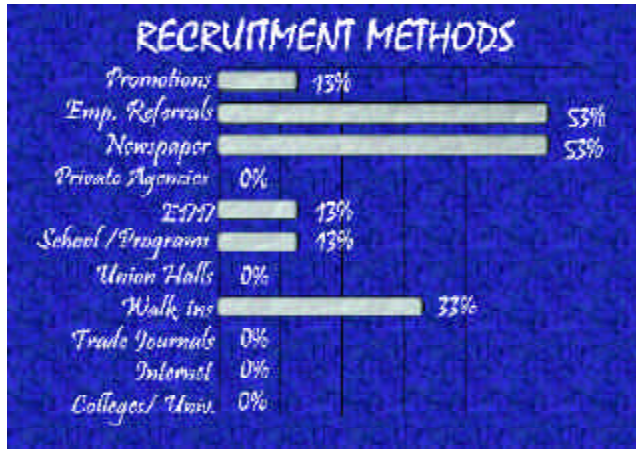
Employers report that it is very difficult to find *fully experienced and qualified* Auto Body Repairers and moderately difficult to find employable *inexperienced* applicants.

# AUTOMOBILE BODY and RELATED REPAIRERS

OES CODE: 853050



15 FIRMS - 175 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

- Adhere To Safety Procedures
- Align Frame and Vehicle Body Parts
- Apply Automotive System Theories
- Basic and Intermediate Technical Math
- Apply Coatings And Adhesives
- Apply Filler Substances To Dents In Vehicles
- Metal Shaping Processes
- Fabricate Parts Using Sheet Metal
- Install And Repair Auto Glass
- Mix And Match Paints, Stains, And Pigments
- Operate Spray Paint Equipment
- Read Schematics And Specifications
- Select Auto Body Repair Method
- Use Laser Cutter
- Use Pneumatic Tools
- Use Precision Measuring Devices
- Weld Metal Parts
- Write Vehicle Damage Repair Estimates

## EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become an Auto Body Repairer.

## EXPERIENCE

Almost all employers (87%) require experience. The average experience when required or preferred is 45 months. All employers (100%) requiring or preferring experience do not accept experience in other occupations.

## TRAINING

Many employers (47%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (64%) employers requiring experience. Employers may require continuing education and certifications in I-Car or Automotive Service Excellence (ASE) collision repair classes.

## COMPUTER SKILLS

<u>Required by 20% of firms</u>	<u>% of firms</u>
Word processing	0%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	100%

## OTHER INFORMATION

Many employers (53%) promote from this position. Positions that Autobody Repairers may be promoted to include Service Writer, Supervisor and Manager.

## LOCAL TRAINING PROVIDERS

Modesto Junior College	Auto Body Repair
Adult ROP	Auto Body I/II

## MINIMUM EDUCATION REQUIRED





# AUTOMOBILE MECHANICS

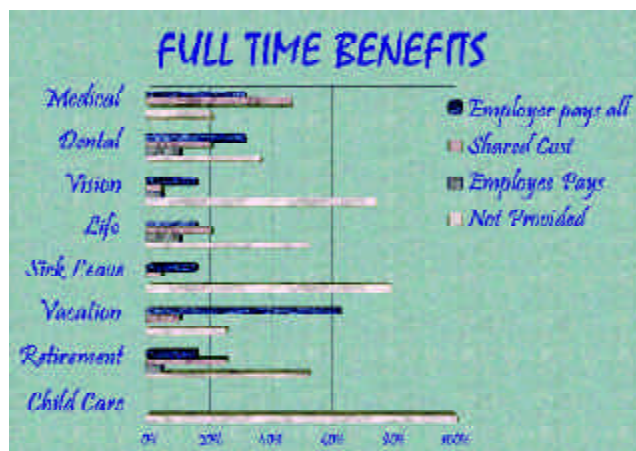
19 FIRMS - 229 EMPLOYEES



OES CODE: 853020

## DESCRIPTION

Automotive Mechanics adjust, repair, and overhaul automotive vehicles. They may be designated according to specialties, such as Brake Repairers, Transmission Mechanics, or Front-end Mechanics. Auto Body Repairers, Bus and Truck Mechanics, Diesel Engine Specialists, and Electrical Systems Specialists are not included.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.00	\$7.25	\$12.00
New Hire - Experienced	\$7.00	\$12.50	\$20.00
3 Years Exp. with Firm	\$11.00	\$18.00	\$25.00

### Supplemental Wage Information

#### FLAT RATE Wage Structure

Some Auto Mechanics are paid on the "Flat Rate" wage system. Each job is expected to be done in a predetermined amount of time, usually the industry standard. For example, if the repair manual says a certain repair is a four-hour job, but it actually only takes two hours, the mechanic is paid his hourly wage for the full four hours. Sometimes Mechanics may spend 40 hours at the shop, but may get paid for only 20. Other times they may spend 40 hours but may get paid for 100.

### UNIONIZATION

Union Employers - 0%

### SHIFTS AND HOURS

All employers (100%) offer day shifts, with very few (5%) offering swing shifts. Fulltime workers averaged 40 hours per week, with 91% of employees working fulltime.

## EMPLOYMENT TRENDS

Size of Occupation	Very Large (1030-1190)
Gender	Male 100% Female 0%
Projected Growth	2.2% / yr.
Rate of Growth	Average
Openings due to Growth	23 / yr.
Openings due to Separation	27 / yr.
Turnover Rate	25.8%

### WHERE THE JOBS ARE

Automotive Repair Shops	41%
New and Used Car Dealerships	29%
Local Government	6%

## SUPPLY/DEMAND ASSESSMENT

Many employers (53%) report that employment levels over the last 12 months have grown, while almost as many (42%) reported a stable employment level. Some new hires (18%) were as a result of growth, however, most (69%) were from openings due to employees leaving. Most employers (68%) expect employment levels over the next 24 months to grow.

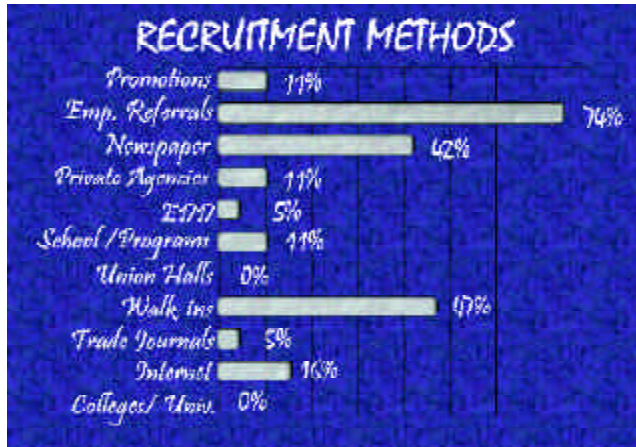
Employers report that it is very difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Automotive Mechanic positions.

# AUTOMOBILE MECHANICS

OES CODE: 853020



19 FIRMS - 229 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become an Automobile Mechanic.

### EXPERIENCE

A few employers (11%) do not require experience, but most (79%) do. The average experience when required or preferred is 27 months. Almost all of those employers (93%) requiring or preferring experience do not accept experience in other occupations.

### TRAINING

Many employers (41%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for many (59%) employers requiring experience. Employers may require continuing education from Automotive Service Excellence (ASE) or Manufacturer certified repair training programs.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

- Adhere To Safety Procedures
- Apply Automotive System Theories
- Basic and Intermediate Technical Math
- Apply Electronic Principles
- Knowledge Of Vehicle Repair Procedures
- Apply Safe Waste Disposal Procedures
- Diagnose Automotive Systems Malfunctions
- Estimate Costs For Repair Services
- Interpret And Apply Service And Repair Manuals
- Maintain Repair Records
- Maneuver Heavy Objects
- Operate Cranes Or Hoists
- Operate Engine Diagnostic Equipment
- Perform Routine Service On Vehicles
- Provide Customer Service
- Read Repair Work Orders
- Read Schematics And Specifications
- Use Metric and SAE Systems
- Use Pneumatic and Precision Measuring Tools
- Use Voltmeter And Ohmmeter
- Weld Metal Parts

## COMPUTER SKILLS

<u>Required by 26% of firms</u>	<u>usage %</u>
Word processing	20%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	80%

## OTHER INFORMATION

Most employers (68%) promote from this position. Positions that Automobile Mechanics may be promoted to include Foreman, Service Advisor and Shop Manager.

## LOCAL TRAINING PROVIDERS

Modesto Junior College	Automotive Technology
Adult ROP	Automotive Technician
Modesto Technical College	Gen. Auto Mechanic

# FIRST LINE SUPERVISORS AND MANAGERS CONSTRUCTION AND EXTRACTIVE WORKERS

15 FIRMS - 96 EMPLOYEES



OES CODE: 810050

## DESCRIPTION

First Line Supervisors/Manager, Construction Trades and Extractive Workers directly supervise and coordinate activities of construction or extractive workers. Manager/Supervisors are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work. In addition, Manager/Supervisors may also engage, in part, in the same construction work as the workers they supervise. Work leaders who spend 20% or more of their time at tasks similar to those of employees under their supervision are not included.

## WAGES / BENEFITS

Union Responses (3)	LOW	MEDIAN	HIGH
New Hire- No Experience	----	-----	----
New Hire - Experienced	\$29.81	\$30.00	\$32.50
3 Years Exp. with Firm	\$31.50	\$35.79	\$37.50

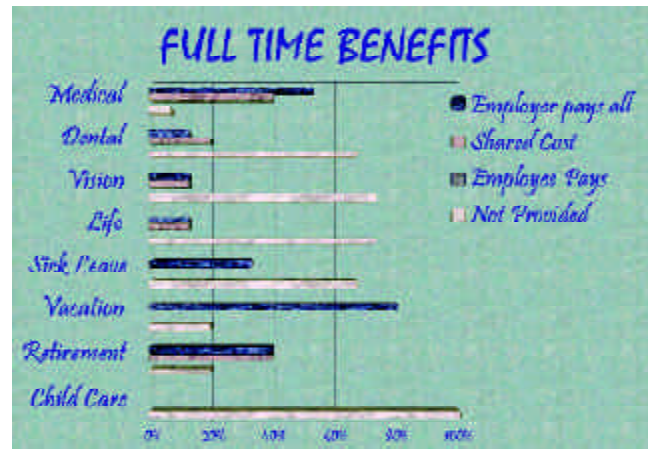
Non- Union Responses (12)	LOW	MEDIAN	HIGH
New Hire- No Experience	----	-----	----
New Hire - Experienced	\$12.79	\$18.59	\$26.00
3 Years Exp. with Firm	\$16.88	\$21.92	\$30.00

## UNIONIZATION

Union Employers- 20%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with very few (7%) offering swing shifts. Fulltime workers averaged 43 hours per week, with 100% of workers working fulltime.



## EMPLOYMENT TRENDS

Size of Occupation Large (500-620)  
 Gender Male 92% Female 8%  
 Projected Growth 3.4% / yr.  
 Rate of Growth Much Faster than Average  
 Openings due to Growth 17 / yr.  
 Openings due to Separation 14 / yr.  
 Turnover Rate 6.3%

## WHERE THE JOBS ARE

Electrical Work 19%  
 Plumbing / Heating/ AC 10%  
 Painting and Paperhanging 10%  
 Other Construction 60%

## SUPPLY/DEMAND ASSESSMENT

Many employers (53%) report that employment levels over the last 12 months have remained stable, while almost as many (40%) reported growth. Some new hires (33%) were as a result of promotions, however, Many (50%) were from openings due to growth. Most employers (73%) expect employment levels over the next 24 months to remain stable.

Employers report that it is very difficult to find *fully experienced and qualified* candidates. No participating employers reported hiring any *inexperienced* applicants.

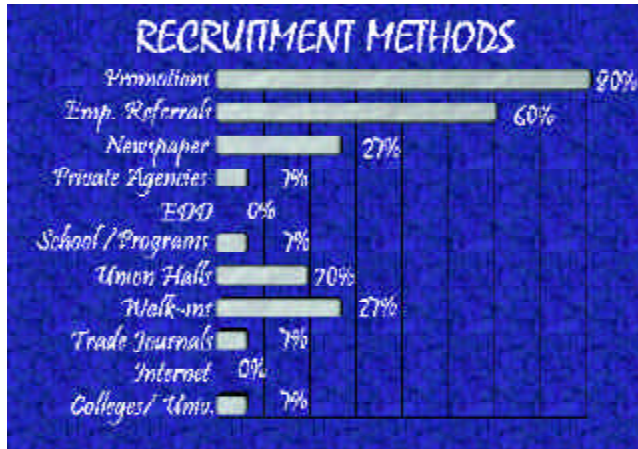


# FIRST LINE SUPERVISORS AND MANAGERS CONSTRUCTION AND EXTRACTIVE WORKERS

OES CODE: 810050



15 FIRMS - 96 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

- Active Listening Techniques
- Apply Building Codes
- Apply Intermediate Business Math
- Regulations Of Surveying And Construction
- Comprehend And Communicate Technical Info
- Coordinate Production Materials And Processes
- Estimate Time And Materials
- Manage Personnel And Human Resources
- Negotiate Business Contracts
- Safety Principles and Inspections
- Plan And Organize Work
- Prepare Cost Estimates For Projects
- Provide Customer Service
- Read Blueprints and Technical Drawings
- Read Schematics And Specifications
- Read Tape Measure
- Schedule And Coordinate Work
- Use Measuring Devices
- Visualize Spatial Relationships
- Write Reports

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a First Line Supervisor or Manager, Construction and Extractive Worker.

### EXPERIENCE

All responding employers (100%) require experience for this position. The average experience required is 49 months. Most of those employers (67%) requiring experience do not accept experience in other occupations.

### TRAINING

Many employers (53%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (60%) employers.

## COMPUTER SKILLS

<u>Required by 60% of firms</u>	<u>usage%</u>
Word processing	78%
Spreadsheet	89%
Database	44%
Desktop Publishing	11%
Other Proprietary Programs	56%

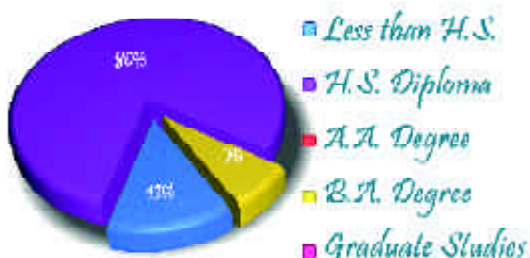
## OTHER INFORMATION

Many employers (47%) promote from this position. Positions that employees may be promoted to include Estimator, Construction Manager and Superintendent.

## LOCAL TRAINING PROVIDERS

There are currently no known local training providers for this occupation. Employers provide On-The-Job training.

## MINIMUM EDUCATION REQUIRED



# HAIR DRESSERS, HAIRSTYLISTS AND COSMETOLOGISTS

11 FIRMS - 100 EMPLOYEES



OES CODE: 680050

## DESCRIPTION

Hairdressers, Hairstylists, and Cosmetologists provide beauty services for customers, such as suggesting hair styles, cutting and styling hair, treating the scalp, applying make-up, and dressing wigs. Shampooers, Manicurists, and Beauty School Instructors are not included.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$6.88	\$7.00
New Hire - Experienced	\$6.75	\$8.05	\$10.00
3 Years Exp. with Firm	\$6.75	\$9.21	\$19.23

## EMPLOYMENT TRENDS

Size of Occupation	Large (470-540)
Gender	Male 13% Female 87%
Projected Growth	2.1% / yr.
Rate of Growth	Average
Openings due to Growth	10 / yr.
Openings due to Separation	13 / yr.
Turnover Rate	16%

## WHERE THE JOBS ARE

Beauty Shops	91%
--------------	-----

## Supplemental Information

Hairdressers are often independent contractors who rent stations at established salons and operate essentially as small businesses. They set their own prices, establish clientele, and earn tips and commissions for their services.

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with some (27%) offering swing shifts. Fulltime workers averaged 39 hours per week, with 65% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Some employers (36%) report that employment levels over the last 12 months have grown, while some (27%) reported job declines. Many new hires (59%) were as a result of employees leaving. Most employers (73%) expect employment levels over the next 24 months to grow.

Employers report that it is moderately difficult to find both *fully experienced and qualified* or employable *inexperienced* applicants for Hairdresser, Hairstylists and Cosmetologists positions.

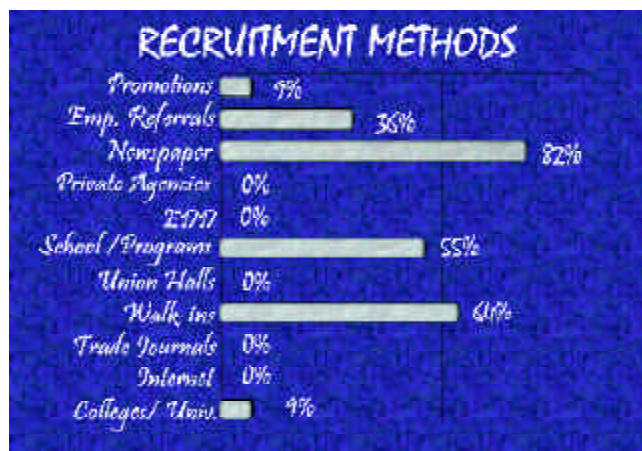


# HAIR DRESSERS, HAIRSTYLISTS AND COSMETOLOGISTS

OES CODE: 680050



11 FIRMS - 100 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

Apply And Interpret Verbal Instructions  
 Apply And Interpret Written Instructions  
 Interpersonal Communication Techniques  
 Apply Personal Care Procedures  
 Clean, Shape And Polish Human Nails  
 Cut, Style Or Wave Hair  
 Keep Records And Maintain Files  
 Maintain Industry Trend Awareness  
 Manage Inventories And Supplies  
 Perform Facials  
 Receive Payments And Make Change  
 Schedule Appointments  
 Sell Products and Services  
 Shampoo And Rinse Customers' Hair  
 Suggest And Sell Hair Styles  
 Use And Maintain Nail Care Instruments  
 Use Hairstyling Techniques

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Hairdressers, Hairstylists and Cosmetologists must successfully complete a course in cosmetology of not less than 1600 hours, and pass a State licensing examination.

### EXPERIENCE

Some employers (27%) do not require experience, but many (45%) require it. The average experience when required or preferred is 14 months. Most of those employers (75%) requiring or preferring experience do not accept experience in other occupations.

### TRAINING

Almost all employers (91%) state that technical or vocational training is required, and that training is not acceptable in lieu of experience for most (75%) employers requiring experience.

## COMPUTER SKILLS

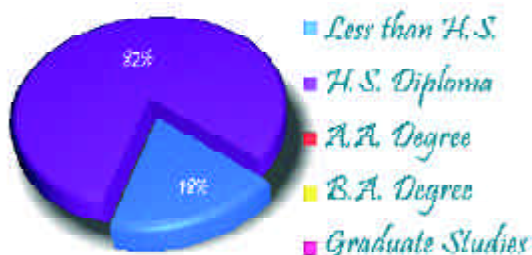
<u>Required by 9% of firms</u>	<u>usage %</u>
Word processing	0%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	100%

## OTHER INFORMATION

Most employers (64%) do not promote from this position. Positions that Hairdressers may be promoted to include Master Stylist and Manager.

Hairdressers are often independent contractors who rent stations at established salons.

## MINIMUM EDUCATION REQUIRED



## LOCAL TRAINING PROVIDERS

California Beauty College	Cosmetology
Adrains Beauty College-Turlock	Cosmetology
North Adrains Beauty College- Modesto	Cosmetology

# INSURANCE ADJUSTERS, EXAMINERS AND INVESTIGATORS

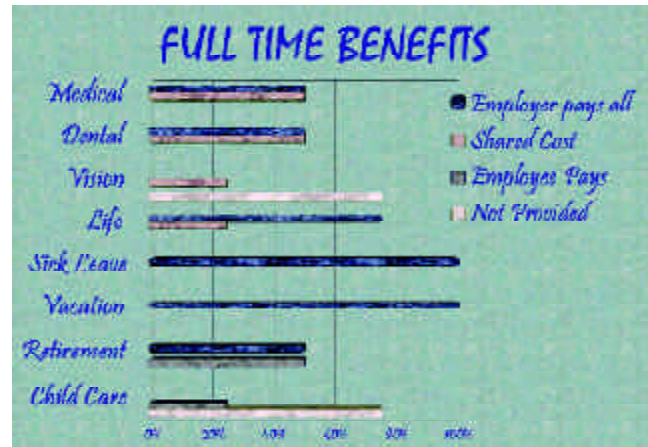
4 FIRMS - 55 EMPLOYEES



OES CODE: 533020

## DESCRIPTION

Insurance Adjusters, Examiners, and Investigators investigate, analyze, and determine the validity of the amount of the insurance company's liability concerning personal, casualty, or property loss or damages, and effect a settlement with claimants. They correspond with or interview medical specialists, agents, witnesses, or claimants to compile information, calculate benefit payments, and approve payment of claims within a certain monetary limit. Insurance Sales Agents, Insurance Policy Process Clerks, and Claims Clerks are not included.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$15.47	\$16.85	\$18.22
New Hire - Experienced	\$11.60	\$20.07	\$23.01
3 Years Exp. with Firm	\$18.70	\$21.54	\$23.97

## EMPLOYMENT TRENDS

Size of Occupation	Small (150-180)
Gender	Male 56% Female 44%
Projected Growth	2.9% / yr.
Rate of Growth	Faster than Average
Openings due to Growth	4 / yr.
Openings due to Separation	3 / yr.
Turnover Rate	7.3%

## WHERE THE JOBS ARE

Membership Organizations	48%
Fire/ Marine/ Casualty Insurance Co.	38%

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, but some indicated on-call status was necessary. Fulltime workers averaged 40 hours per week, with 100% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable. Some new hires (20%) were the result of promotions, however, most (60%) were from openings due to employees leaving. Some employers (25%) expect employment levels over the next 24 months to decline while some (25%) expect growth, but many (50%) expect employment levels to remain stable.

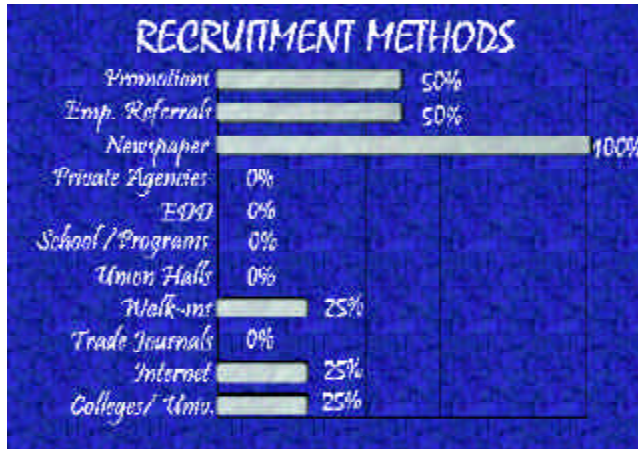
Employers report that it is moderately difficult to find *fully experienced and qualified* or employable *inexperienced* Insurance Adjusters.

# INSURANCE ADJUSTERS, EXAMINERS AND INVESTIGATORS

OES CODE: 533020



4 FIRMS - 55 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

- Apply Appraisal Techniques
- Interpersonal Communication Techniques
- Conduct Investigations And Research
- Empathize With Insured Persons
- Estimate Damage and Repair Costs
- Know Contract, Property And Insurance Laws
- Interpret And Apply Insurance Regulations
- Interview Customers
- Investigate Insurance Claims
- Keep Records And Maintain Files
- Organize And Work With Detailed Records
- Organize Legal Information And Records
- Process And Prepare Forms
- Recommend Claim Action
- Use Correct Grammar, Punctuation And Spelling
- Use Insurance Terminology
- Use Legal And Medical Terminology
- Use On-line Search Techniques
- Use Telephone To Gather Data

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Insurance Adjusters must pass an examination and be licensed by the State of California. Licensure is valid for 2 years, and includes fingerprinting.

### EXPERIENCE

Many employers (50%) do not require experience, but as many (50%) require it. The average experience when required is 24 months. Many of those employers (50%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Most employers (75%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for all (100%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## COMPUTER SKILLS

<u>Required by 75% of firms</u>	<u>usage %</u>
Word processing	67%
Spreadsheet	67%
Database	33%
Desktop Publishing	0%
Other Proprietary Programs	33%

## OTHER INFORMATION

All responding employers (100%) promote from this position. Positions that Insurance Adjusters may be promoted to include Supervisor and Manager.

## LOCAL TRAINING PROVIDERS

Modesto Junior College	Business Administration
Stanislaus State Univ.	Business Administration



# LABORERS, LANDSCAPING and GROUNDSKEEPING

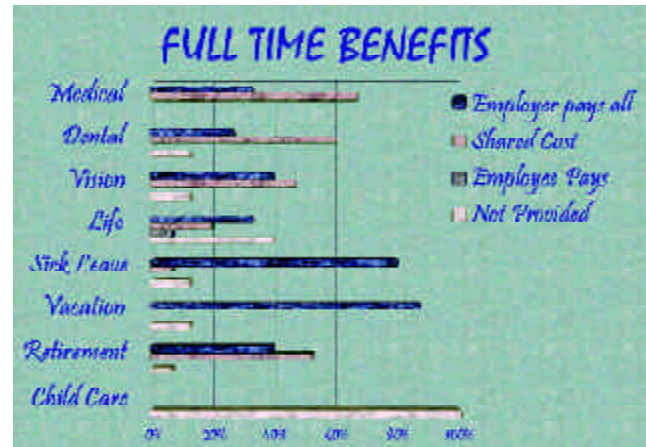
16 FIRMS - 273 EMPLOYEES



OES CODE: 790410

## DESCRIPTION

Landscaping and Groundskeeping Laborers landscape and/or maintain grounds of property using hand or power tools or equipment. They may work in nursery facility or at customer location. Workers typically perform a variety of tasks, which may include any combination of the following; sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, and sprinkler installation. Workers may also help brick and stone masons.



## WAGES / BENEFITS

Union Responses (5)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$10.47	\$12.66	\$13.51
New Hire - Experienced	\$10.47	\$13.57	\$14.77
3 Years Exp. with Firm	\$12.72	\$15.80	\$17.10

Non- Union Responses (11)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$7.13	\$7.50
New Hire - Experienced	\$6.95	\$7.73	\$9.07
3 Years Exp. with Firm	\$6.95	\$9.00	\$12.00

## EMPLOYMENT TRENDS

Size of Occupation Very Large (1620-1910)  
 Gender Male 97% Female 3%  
 Projected Growth 2.6% / yr.  
 Rate of Growth Faster than Average  
 Openings due to Growth 41 / yr.  
 Openings due to Separation 53 / yr.  
 Turnover Rate 23.8%

## WHERE THE JOBS ARE

Landscape and Horticultural Services 26%  
 Local Government 14%  
 Real Estate Agents and Managers 5%  
 Misc. Amusement and Recreation 5%

## SUPPLY/DEMAND ASSESSMENT

Most employers (69%) report that employment levels over the last 12 months have remained stable, but some (31%) reported growth. Some new hires (22%) were as a result of promotions, however, most (61%) were from openings due to employees leaving. Most employers (69%) expect employment levels over the next 24 months to remain stable.

Employers report that it is not difficult to find *fully experienced and qualified* and moderately difficult to find employable *inexperienced* applicants for Laborer, Landscaping and Groundskeeping positions.

## UNIONIZATION

Union Employers- 31%

## SHIFTS AND HOURS

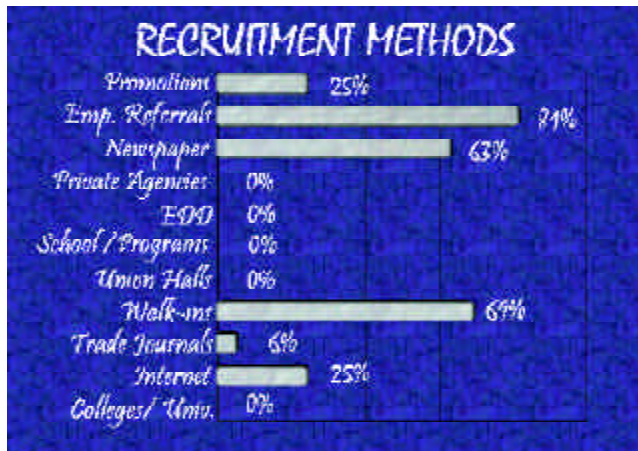
All employers (100%) offer only day shifts. Fulltime workers averaged 41 hours per week, with 92% of employees working fulltime.

# LABORERS, LANDSCAPING and GROUNDSKEEPING

OES CODE: 790410



16 FIRMS - 273 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Laborer, Landscaping and Groundskeeping.

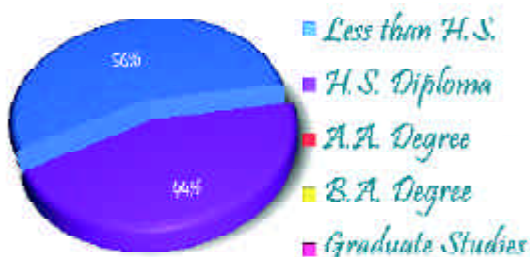
### EXPERIENCE

Some employers (38%) do not require experience, but many (44%) prefer it. The average experience when required or preferred is 13 months. Most of those employers (60%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Almost all employers (81%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (60%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

- Adhere To Safety Procedures
- Basic Carpentry Techniques
- Basic Math
- Irrigation Techniques
- Pest Control Techniques And Products
- Apply Plant Propagation Principles
- Planting Or Transplanting Techniques
- Clear Brush
- Comprehend And Communicate Technical Info
- Identify Plants And Flowers
- Identify Tree And Plant Characteristics
- Install Sprinkler System
- Mow, Trim, Or Edge Lawns
- Operate Tractors
- Perform Grounds Maintenance
- Prune Or Shape Shrubs And Other Plants
- Recognize And Control Plant Disease
- Recognize Tree And Forest Plant Species
- Use Dollies, Hand Trucks Or Wheelbarrows

## COMPUTER SKILLS

<u>Required by 6 % of firms</u>	<u>usage %</u>
Word processing	100%
Spreadsheet	100%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

## OTHER INFORMATION

Almost all employers (81%) promote from this position. Positions that Laborers, Landscaping may be promoted to include Crew Leader, Foreman and Grounds Supervisor.

## LOCAL TRAINING PROVIDERS

Adult ROP	Landscape Design and Maintenance
Modesto Junior College	Landscape and Park Maintenance Technician



# MACHINISTS

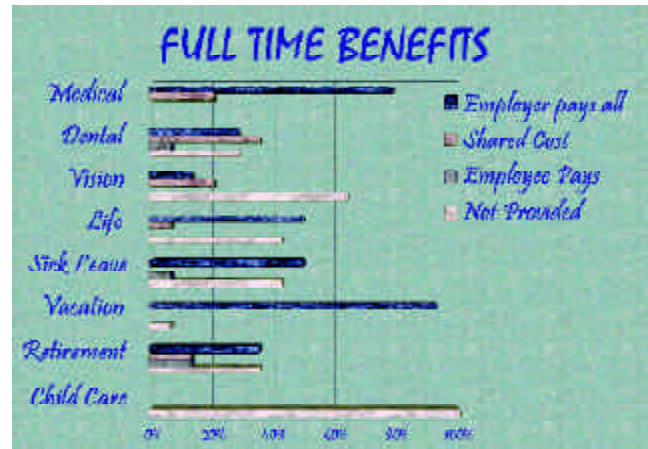
14 FIRMS - 166 EMPLOYEES



OES CODE: 891080

## DESCRIPTION

Machinists set up and operate machine tools and fit and assemble parts to make or repair metal parts, mechanisms, tools or machines by applying their knowledge of mechanics, shop mathematics, metal properties, and layout machining procedures. They study specifications, such as blueprints, sketches, or descriptions of parts to be replaced, and they plan sequences of operations.



## WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.19	\$8.00	\$9.25
New Hire - Experienced	\$9.50	\$12.71	\$16.02
3 Years Exp. with Firm	\$11.99	\$17.37	\$23.35

## EMPLOYMENT TRENDS

Size of Occupation	Large (510-540)
Gender	Male 99% Female 1%
Projected Growth	0.8% / yr.
Rate of Growth	Slower than Average
Openings due to Growth	4 / yr.
Openings due to Separation	10 / yr.
Turnover Rate	16.3%

## WHERE THE JOBS ARE

Beverage Companies	37%
Industrial Machinery Companies	14%
General Machining Companies	12%
Motor Vehicle/ Parts/ Supply Mfg	9%

## SUPPLY/DEMAND ASSESSMENT

Some employers (21%) report that employment levels over the last 12 months have declined, while some (36%) report growth, but many (43%) report employment levels remained stable. Many new hires (57%) were as a result of employees leaving, however, some (31%) were new positions. Many employers (43%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find *fully experienced and qualified* Machinists and moderately difficult to find employable *inexperienced* applicants.

## UNIONIZATION

Union Employers - 14%

## SHIFTS AND HOURS

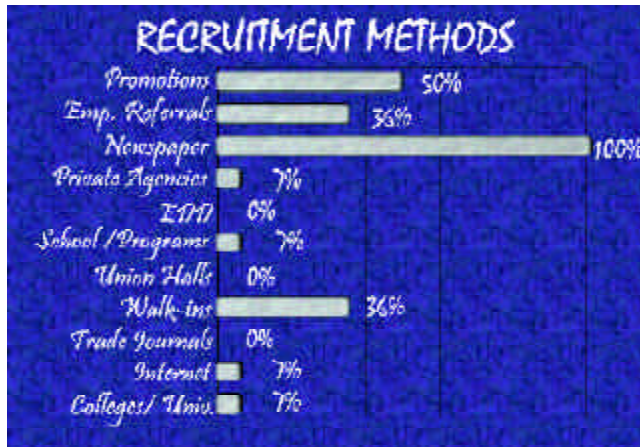
All employers (100%) offer day shifts, with a few (14%) offering swing and graveyard shifts. Fulltime workers averaged 41 hours per week, with 99% of employees working fulltime.

# MACHINISTS

OES CODE: 891080



14 FIRMS - 166 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Machinist.

### EXPERIENCE

Most employers (71%) require experience, but some (29%) only prefer it. The average experience required or preferred is 35 months. Most employers (64%) do not accept experience in other occupations.

### TRAINING

Many employers (43%) state that technical or vocational training is not required, however, just as many (43%) prefer apprenticeship, or some vocational education in Machine Shop or welding. Training is acceptable in lieu of experience for most (71%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



Stanislaus County 2002

## SPECIFIC SKILLS AND TASKS

Apply Advanced Technical Math  
Interpret Verbal And Written Instructions  
Drafting And Mechanical Drawing Knowledge  
Metal Forming Techniques And Processes  
Metal Shaping Processes  
Robotics Systems Technology  
Apply Technical Information To Manufacturing  
Assemble Metal Components  
Comprehend And Communicate Technical Info  
Coordinate Production Materials/ Processes  
Estimate Materials And Time For Projects  
Inspect Components During Manufacturing  
Lay Out Machining Projects  
Maintain Computerized Machines /Equipment  
Maneuver Heavy Objects  
Operate Precision Measuring Devices  
Operate Specialized Metal Shaping Machines  
Perform Combination Welding  
Read Schematics And Specifications  
Recognize Characteristics Of Metals  
Set Up /Operate Milling Or Planing Machines  
Solve Machine Tool Problems  
Understand Manufacturing Methods

## COMPUTER SKILLS

<u>Required by 35% of firms</u>	<u>usage %</u>
Word processing	20%
Spreadsheet	20%
Database	20%
Desktop Publishing	20%
Other Proprietary Programs	80%

## OTHER INFORMATION

Most employers (79%) promote from this position. Positions that Machinists may be promoted to include CNC Machinist, Foreman, and Supervisor.

## LOCAL TRAINING PROVIDERS

Modesto Junior College      Machine Tool Technology

# MAIDS and HOUSEKEEPING CLEANERS

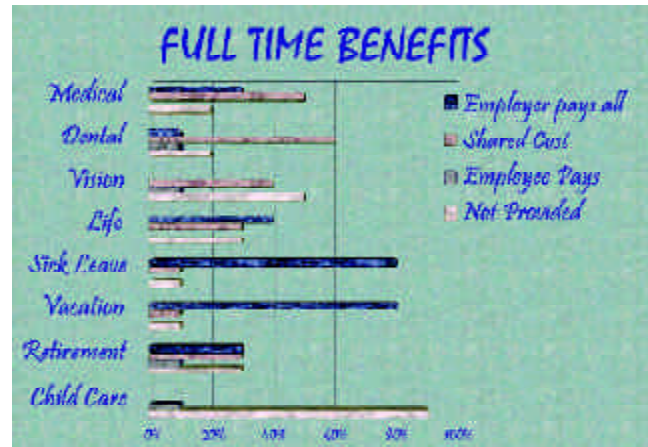
16 FIRMS - 247 EMPLOYEES



OES CODE: 670020

## DESCRIPTION

Maids and Housekeeping Cleaners perform any combination of tasks to maintain rooms in commercial establishments, such as hotels, restaurants and hospitals, in a clean and orderly condition. Their duties include making beds, replenishing linens, cleaning rooms and halls, and arranging furniture.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$6.75	\$7.26
New Hire - Experienced	\$6.75	\$7.00	\$8.00
3 Years Exp. with Firm	\$6.75	\$7.79	\$8.30

## EMPLOYMENT TRENDS

Size of Occupation	Large (630-700)
Gender	Male 21% Female 79%
Projected Growth	1.6% / yr.
Rate of Growth	Slower than Average
Openings due to Growth	10 / yr.
Openings due to Separation	13 / yr.
Turnover Rate	36.8%

## WHERE THE JOBS ARE

Hotels and Motels	34%
Hospitals	13%
Nursing and Personal Care Facilities	11%
Building Services	11%

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

Almost all employers (94%) offer day shifts, many (44%) offer swing shifts, and some (25%) offer graveyard options. Fulltime workers averaged 39 hours per week. Many employees (56%) in this occupation work parttime.

## SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable. Some new hires (16%) were as a result of growth, however, most (79%) were from openings due to employees leaving. Most employers (63%) expect employment levels over the next 24 months to remain stable.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* applicants for Maids and Housekeeping Cleaner positions.

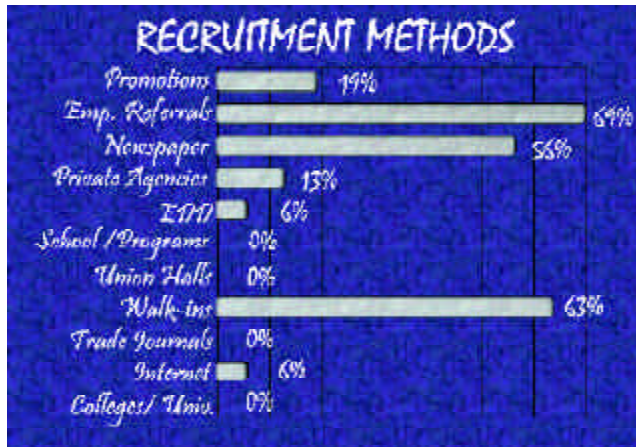


# MAIDS and HOUSEKEEPING CLEANERS

OES CODE: 670020



16 FIRMS - 247 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Maid or Housekeeping Cleaner.

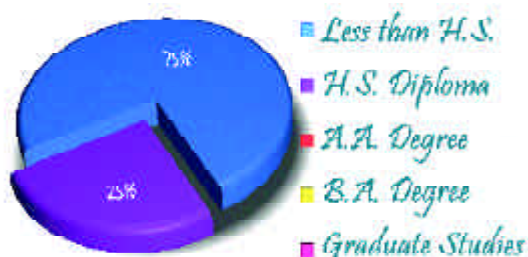
### EXPERIENCE

Some employers (38%) do not require experience, but many (50%) prefer it. The average experience when required or preferred is 9 months. Most of those employers (70%) requiring or preferring experience accept experience in other occupations.

### TRAINING

All responding employers (100%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for almost all (80%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



Stanislaus County 2002

## SPECIFIC SKILLS AND TASKS

- Interpret Verbal and Written Instructions
- Apply Basic Math
- Apply Health And Sanitation Standards
- Change And Clean Bed Linens
- Clean And Wax Floors
- Investigate Customer Complaints
- Know Properties Of Cleaning Agents
- Operate Cleaning Equipment
- Operate Extractors And Dry Tumblers
- Perform Domestic And Cleaning Duties
- Perform Inspections
- Provide Customer Service
- Remove Stains From Upholstery And Carpets
- Sort And Classify Laundry Articles
- Stain Removal Techniques
- Use Isolation Procedures For Infected Laundry

## COMPUTER SKILLS

<u>Required by 68% of firms</u>	<u>% of firms</u>
Word processing	100%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

## OTHER INFORMATION

Most employers (75%) promote from this position. Positions that Maids and Housekeeping Cleaners may be promoted to include housekeeping Supervisor, Executive Housekeeper, and Management.

## LOCAL TRAINING PROVIDERS

There are currently no known local training providers for this occupation. Employers provide On-The-Job training.

# MEDICAL and CLINICAL LABORATORY TECHNOLOGISTS

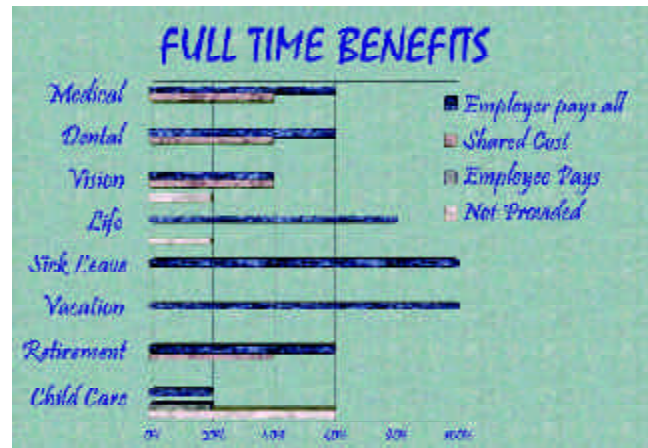
5 FIRMS - 69 EMPLOYEES



OES CODE: 329020

## DESCRIPTION

Medical and Clinical Laboratory Technologists perform a wide range of complex procedures in the general areas of the clinical laboratory or perform specialized procedures in such areas as cytology, histology, and microbiology. Their duties may include supervising and coordinating activities of workers engaged in laboratory testing. Workers who teach medical technology are included when teaching is not their primary activity.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$19.00	\$23.54	\$27.50
New Hire - Experienced	\$20.00	\$25.98	\$30.50
3 Years Exp. with Firm	\$22.00	\$27.56	\$35.80

## EMPLOYMENT TRENDS

Size of Occupation	Small (170-200)
Gender	Male 38% Female 62%
Projected Growth	2.5% / yr.
Rate of Growth	Faster than Average
Openings due to Growth	4 / yr.
Openings due to Separation	3 / yr.
Turnover Rate	11.6%

## WHERE THE JOBS ARE

Hospitals	70%
Medical /Dental Labs	25%

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, most (60%) offer swing shifts, and many (40%) offer graveyard options. Fulltime workers averaged 40 hours per week, with 64% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Almost all employers (80%) report that employment levels over the last 12 months have remained stable. Many new hires (40%) were as a result of growth, however, many (53%) were also from openings due to employees leaving. Many employers (40%) expect employment levels over the next 24 months to grow.

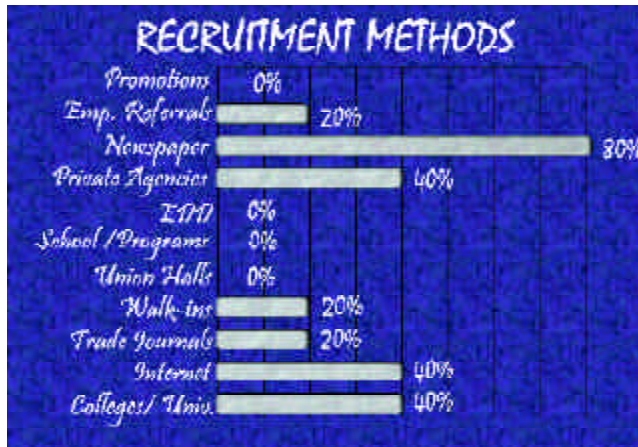
Employers report that it is very difficult to find *fully experienced and qualified* or employable *inexperienced* applicants for Medical and Clinical Laboratory Technologist positions.

# MEDICAL and CLINICAL LABORATORY TECHNOLOGISTS

OES CODE: 329020



5 FIRMS - 69 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Medical and Clinical Lab Technologists must pass an examination and be licensed as a Clinical Laboratory Scientist.

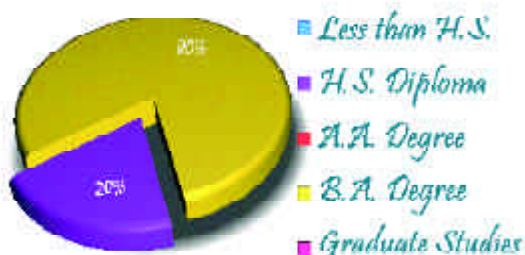
### EXPERIENCE

Some employers (38%) require experience, but almost all (80%) only prefer it. The average experience when required or preferred is 20 months. Almost all of those employers (80%) requiring or preferring experience do not accept experience in other occupations.

### TRAINING

All responding employers (100%) state that technical or vocational training is required, and that training is not acceptable in lieu of experience for most (60%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

Adhere To Hazardous Materials Specs  
Analyze Blood Samples  
Interpret Written Instructions  
Bacteriology, Biological Theory  
Apply Basic Math and Chemistry Theory  
Health And Sanitation Standards  
Universal Infectious Materials Procedures  
Knowledge Of Hazardous Disposal Techniques  
Apply Research Methodology To Health Care  
Collect Clinical Data and Prepare Reports  
Comprehend And Communicate Technical Info  
Conduct Chemical Analyses and Research  
Conduct Medical Laboratory Tests  
Handle And Store Laboratory Specimens  
Keep Records And Maintain Files  
Label And Process Blood Samples  
Perform Cytology / Histology Procedures  
Prepare Human Tissue Samples  
Use Biological Testing Instruments  
Clinical Sterilizing Techniques  
Electronic And Mechanical Lab Procedures  
Medical Terminology  
Use Precision Diagnosis Machines/ Instruments

## COMPUTER SKILLS

<u>Required by 100% of firms</u>	<u>usage %</u>
Word processing	60%
Spreadsheet	60%
Database	20%
Desktop Publishing	40%
Other Proprietary Programs	40%

## OTHER INFORMATION

Almost all employers (80%) promote from this position. Positions that Medical and Clinical Lab Technologists may be promoted to include Section Supervisor and Laboratory Manager.

## LOCAL TRAINING PROVIDERS

Modesto Junior College	Biology/Chemistry
Stanislaus State University	Chemistry/ Biological Sciences



# PERSONNEL, TRAINING and LABOR RELATIONS SPECIALISTS

15 FIRMS - 31 EMPLOYEES



OES CODE: 215110

## DESCRIPTION

Personnel, Training, and Labor Relations Specialists conduct programs of recruitment, selection, placement, training, promotion, welfare, safety, compensation, or separation of employees. They may specialize in specific areas such as labor-management relations, counseling, job analysis, position classification, training, or compensation. Employment interviewers in private or public employment agencies are excluded, as well as workers primarily involved in personnel research and in the administration of testing and counseling programs for which a background in psychology is required.

## WAGES / BENEFITS

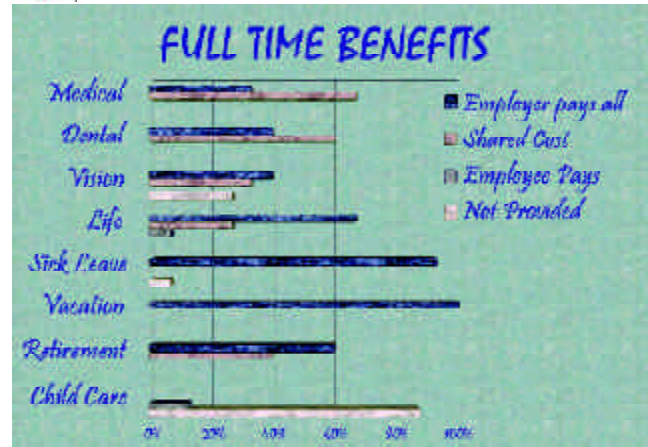
Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$8.00	\$10.00	\$11.51
New Hire - Experienced	\$10.00	\$18.28	\$25.75
3 Years Exp. with Firm	\$12.00	\$21.31	\$28.82

## UNIONIZATION

Union Employers - 13%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (7%) offering swing shifts. Fulltime workers averaged 42 hours per week, with 100% of employees working fulltime..



## EMPLOYMENT TRENDS

Size of Occupation Small (160-180)  
 Gender Male 23% Female 77%  
 Projected Growth 1.8% / yr.  
 Rate of Growth Slower than Average  
 Openings due to Growth 3 / yr.  
 Openings due to Separation 4 / yr.  
 Turnover Rate 9.7%

## WHERE THE JOBS ARE

Labor Organizations 19%  
 Local Government 15%  
 Hospitals 12%

## SUPPLY/DEMAND ASSESSMENT

Almost all employers (87%) report that employment levels over the last 12 months have remained stable. Many new hires (40%) were as a result of new positions, however, many (40%) were from openings due to employees leaving. Almost all employers (93%) expect employment levels over the next 24 months to remain stable.

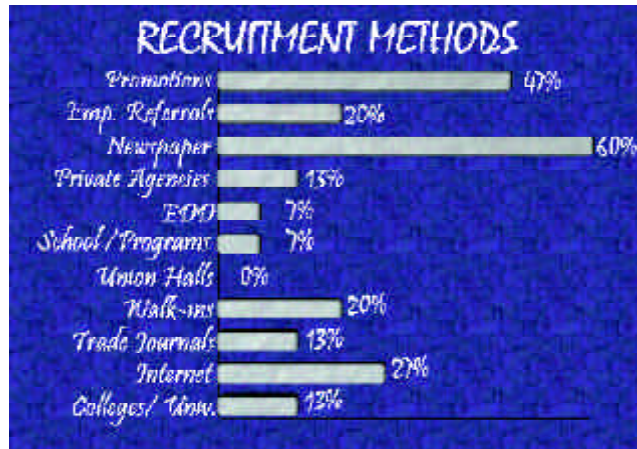
Employers report that it is moderately difficult to find *fully experienced and qualified* Personnel candidates and very difficult to find employable *inexperienced* applicants.

# PERSONNEL, TRAINING and LABOR RELATIONS SPECIALISTS

OES CODE: 215110



15 FIRMS - 31 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Personnel, Training or Labor Relations Specialist.

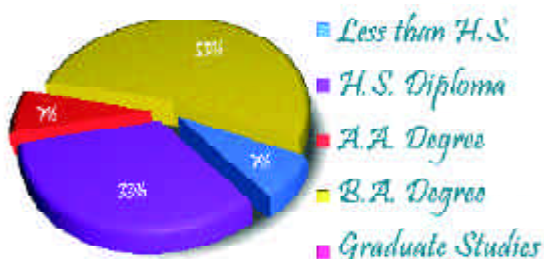
### EXPERIENCE

Most employers (73%) require experience, but some (20%) only prefer it. The average experience when required or preferred is 37 months. Many of those employers (57%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Most employers (73%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (71%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



Stanislaus County 2002

## SPECIFIC SKILLS AND TASKS

Principles Of Business Law  
Active Listening Techniques  
Business Management Concepts  
Conflict Resolution Techniques (mediation)  
Interpersonal Communication Techniques  
Compose Business Correspondence  
Coordinate Employee Continuing Ed Programs  
Develop And Implement Employee Policies  
Develop Employee Compensation Systems  
Recruit, Hire And Dismiss Employees  
Establish Employee Performance Standards  
Evaluate Employee Performance  
Execute Employee Bargaining Agreements  
Implement Employee Benefit Plans  
Interpret Labor And Employment Regulations  
Negotiate Labor Agreements  
Provide Orientation To New Employees  
Write And Compile Employee Training Materials

## COMPUTER SKILLS

<u>Required by 86% of firms</u>	<u>usage %</u>
Word processing	100%
Spreadsheet	77%
Database	62%
Desktop Publishing	15%
Other Proprietary Programs	31%

## OTHER INFORMATION

Most employers (67%) promote from this position. Positions that Personnel Training and Labor Relations Specialist may be promoted to include Department Manager, Human Resources Manager, and Personnel Director.

## LOCAL TRAINING PROVIDERS

Institute of Technology	Human Resources Assistant / Administrator
Modesto Junior College	Business Management
Stanislaus State University	Business Management
Stanislaus State University Extended Education (UEE)	Human Resources Management Recruiting and Retention
Worldwide Educational	Human Resources Assistant/ Office Manager

# PEST CONTROLLERS and PEST CONTROL ASSISTANTS

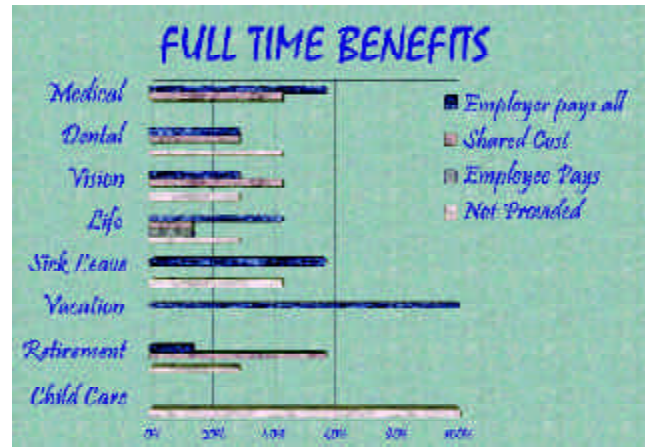
7 FIRMS - 147 EMPLOYEES



OES CODE: 670080

## DESCRIPTION

Pest Controllers and Pest Control Assistants spray or release chemical solutions or toxic gases and set mechanical traps to kill pests and vermin such as mice, termites, and roaches that infest buildings and surrounding areas.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$9.21	\$10.02	\$12.08
New Hire - Experienced	\$8.63	\$11.51	\$14.38
3 Years Exp. with Firm	\$10.93	\$14.38	\$20.14

## EMPLOYMENT TRENDS

Size of Occupation Small (90-130)  
 Gender Male 82% Female 18%  
 Projected Growth 6.3% / yr.  
 Rate of Growth Much Faster than Average  
 Openings due to Growth 6 / yr.  
 Openings due to Separation 3 / yr.  
 Turnover Rate 15%

## WHERE THE JOBS ARE

Building Services Companies 100%

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

All employers (100%) offer only day shifts. Full-time workers averaged 40 hours per week, with 99% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Almost all employers (86%) report that employment levels over the last 12 months have grown. Some new hires (18%) were as a result of promotions, however, some (39%) were from openings due to new positions. Almost all employers (86%) expect employment levels over the next 24 months to continue to grow.

Employers report that it is very difficult to find *fully experienced and qualified* applicants for Pest Controllers and moderately difficult to find employable *inexperienced* applicants.

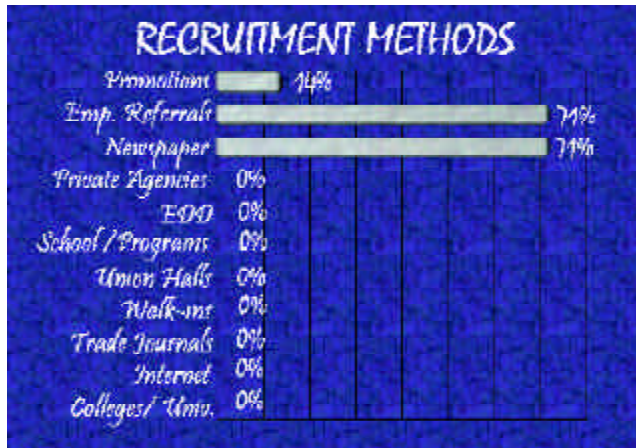


# PEST CONTROLLERS and PEST CONTROL ASSISTANTS

OES CODE: 670080



7 FIRMS - 147 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

- Adhere To Hazardous Materials Specs
- Adhere To Safety Procedures
- Interpret Verbal And Written Instructions
- Basic Math
- Health And Sanitation Standards
- Safe Waste Disposal Procedures
- Keep Records And Maintain Files
- Operate Compressors
- Read And Understand Operating Manuals
- Remove Pests Using Liquid, Gas Or Traps
- Understand Characteristics Of Pesticides
- Use Spray Application Equipment

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Pest Controllers must pass an examination and be Licensed as an Applicator, Structural Pest Control. Workers may have the Branch 2 (general) or more complex Branch 3 (wood destroying organisms and pests) License.

### EXPERIENCE

Some employers (29%) do not require experience, but many (57%) prefer it. The average experience when required or preferred is 10 months. Most of those employers (60%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Many employers (43%) state that technical or vocational training is required, and that training is acceptable in lieu of experience for most (60%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## COMPUTER SKILLS

<u>Required by 57% of firms</u>	<u>usage %</u>
Word processing	50%
Spreadsheet	75%
Database	50%
Desktop Publishing	25%
Other Proprietary Programs	50%

## OTHER INFORMATION

All responding employers (100%) promote from this position. Positions that Pest Controllers may be promoted to include Route Supervisor, Service Manager and Branch Manager.

## LOCAL TRAINING PROVIDERS

Modesto Junior College      Pesticide Applicator Training

# PHARMACISTS

15 FIRMS - 50 EMPLOYEES



OES CODE: 325170

## DESCRIPTION

Pharmacists compound and dispense medications following prescriptions issued by physicians, dentists or other authorized medical practitioners.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$40.00	\$46.00	\$50.00
New Hire - Experienced	\$40.00	\$45.00	\$50.00
3 Years Exp. with Firm	\$41.00	\$45.50	\$50.00

## EMPLOYMENT TRENDS

Size of Occupation	Medium (220-240)
Gender	Male 76% Female 24%
Projected Growth	1.3% / yr.
Rate of Growth	Slower than Average
Openings due to Growth	3 / yr.
Openings due to Separation	6 / yr.
Turnover Rate	16%

## WHERE THE JOBS ARE

Drug and Proprietary Stores	54%
Hospitals	41%

## UNIONIZATION

Union Employerst - 0%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with a few (7%) offering swing shifts, and a few (7%) indicating on-call status was necessary. Full-time workers averaged 42 hours per week, with 74% of employees working full time.

## SUPPLY/DEMAND ASSESSMENT

Most employers (67%) report that employment levels over the last 12 months have remained stable. Some new hires (33%) were as a result of growth, however, many (58%) were from openings due to employees leaving. Many employers (40%) expect employment levels over the next 24 months to grow.

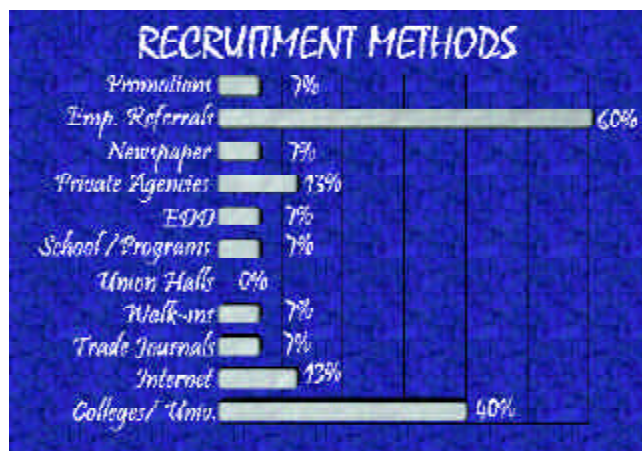
Employers report that it is very difficult to find *fully experienced and qualified* and employable *inexperienced* Pharmacist applicants.

# PHARMACISTS

OES CODE: 325170



15 FIRMS - 50 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

Active Listening Techniques  
 Biological Theory and Chemistry Theory  
 Apply Confidentiality Procedures  
 Apply Drug Information To Patient Treatment  
 Health And Sanitation Standards  
 Interpersonal Communication Techniques  
 Pharmacological Knowledge And Terminology  
 Calculate Dosages  
 Comprehend And Communicate Technical Info  
 Explain Uses And Effects Of Drugs  
 Interpret Pharmaceutical Formulas  
 Interpret Prescriptions  
 Label And Store Pharmaceutical Supplies  
 Mix Pharmaceutical Preparations  
 Order Pharmaceutical Supplies  
 Provide Customer Service  
 Research Work-related Topics  
 Understand The Properties Of Drugs  
 Use Cash Registers  
 Use Medical Terminology

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Pharmacists must pass an examination and obtain a State License. To qualify for the examination applicants need a minimum of a B.A. Degree in Pharmacy or equivalent and 1,500 hours of intern experience.

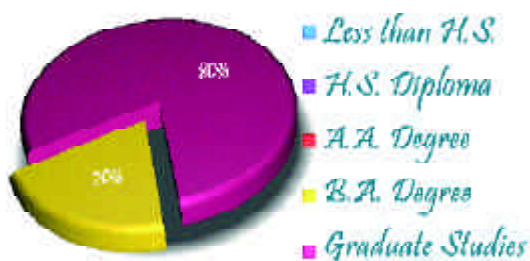
### EXPERIENCE

Many employers (40%) require experience, but as many (40%) only prefer it. The average experience when required or preferred is 15 months. Almost all of those employers (91%) requiring or preferring experience do not accept experience in other occupations.

### TRAINING

Many employers (53%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for almost all (83%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## COMPUTER SKILLS

<u>Required by 80% of firms</u>	<u>usage %</u>
Word processing	33%
Spreadsheet	0%
Database	8%
Desktop Publishing	0%
Other Proprietary Programs	75%

## OTHER INFORMATION

Almost all employers (80%) do not promote from this position. Positions that Pharmacists may be promoted to include Pharmacy Manager, and Regional Manager.

## LOCAL TRAINING PROVIDERS

Modesto Junior College	Biology/Chemistry
Stanislaus State University	Chemistry/ Biological Sciences

Trainings listed for this occupation are prerequisites for attending Schools of Pharmacy. No such schools are located in Stanislaus County.



# PHARMACY TECHNICIANS

16 FIRMS - 58 EMPLOYEES



OES CODE: 325180

## DESCRIPTION

Pharmacy Technicians fill orders for unit doses and prepackaged pharmaceuticals and perform other related duties under the supervision and direction of a pharmacy supervisor or staff pharmacist. Duties include keeping records of drugs delivered to the pharmacy, storing incoming merchandise in proper locations, and informing the supervisor of stock needs and shortages. They may clean equipment used in the performance of duties and assist in the care and maintenance of equipment and supplies.



## WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$8.00	\$9.25	\$11.55
New Hire - Experienced	\$8.50	\$12.00	\$15.00
3 Years Exp. with Firm	\$10.00	\$13.95	\$16.00

## EMPLOYMENT TRENDS

Size of Occupation Medium (230-280)  
 Gender Male 12% Female 88%  
 Projected Growth 3.1% / yr.  
 Rate of Growth Faster than Average  
 Openings due to Growth 7 / yr.  
 Openings due to Separation 6 / yr.  
 Turnover Rate 8.6%

## WHERE THE JOBS ARE

Drug and Proprietary Stores 74%  
 Hospitals 19%

## UNIONIZATION

Union Employers- 13%

## SHIFTS AND HOURS

All employers (100%) offer day only. Full-time workers averaged 40 hours per week, with 76% working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Most employers (81%) report that employment levels over the last 12 months have remained stable. Some new hires (29%) were as a result of growth, however, most (71%) were from openings due to employees leaving. Many employers (38%) expect employment levels over the next 24 months to grow.

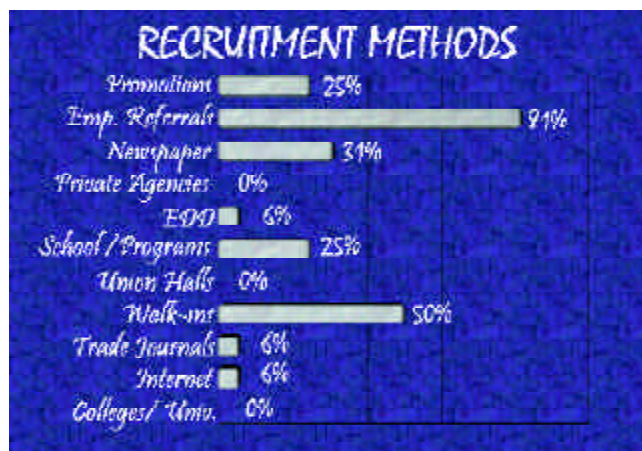
Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* Pharmacy Technicians.

# PHARMACY TECHNICIANS

OES CODE: 325180



16 FIRMS - 58 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

Interpret Written Instructions  
 Basic Chemistry  
 Basic Math  
 Health And Sanitation Standards  
 Quality Assurance Techniques  
 Comprehend And Communicate Technical Info  
 Interpret Prescriptions  
 Keep Records And Maintain Files  
 Label And Store Pharmaceutical Supplies  
 Order Pharmaceutical Supplies  
 Post Medical Insurance Billings  
 Provide Customer Service  
 Use Cash Registers  
 Work As A Team Member

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Pharmacy Technicians must be Registered. Applicants must have completed one year and a minimum of 1500 hours performing the duties of a Pharmacy Technician.

### EXPERIENCE

Some employers (25%) require experience, but many (56%) only prefer it. The average experience when required or preferred is 10 months. Almost all of those employers (85%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Many employers (56%) state that technical or vocational training is required, and that training is acceptable in lieu of experience for most (62%) employers requiring experience.

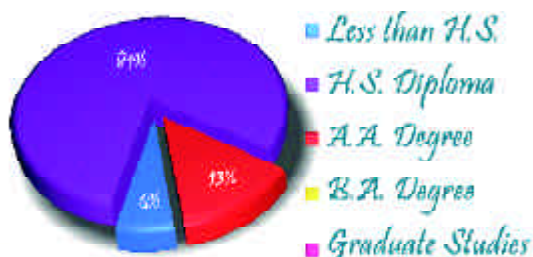
## COMPUTER SKILLS

<u>Required by 75% of firms</u>	<u>usage %</u>
Word processing	33%
Spreadsheet	0%
Database	8%
Desktop Publishing	0%
Other Proprietary Programs	75%

## OTHER INFORMATION

Almost all employers (94%) do not promote from this position. Pharmacy Techs may be promoted to Head Tech or Manager, but need substantial additional education and Licensure to become Pharmacists.

## MINIMUM EDUCATION REQUIRED



## LOCAL TRAINING PROVIDERS

Institute of Technology	Pharmacy Technician
Modesto Junior College	Pharmacy Technician

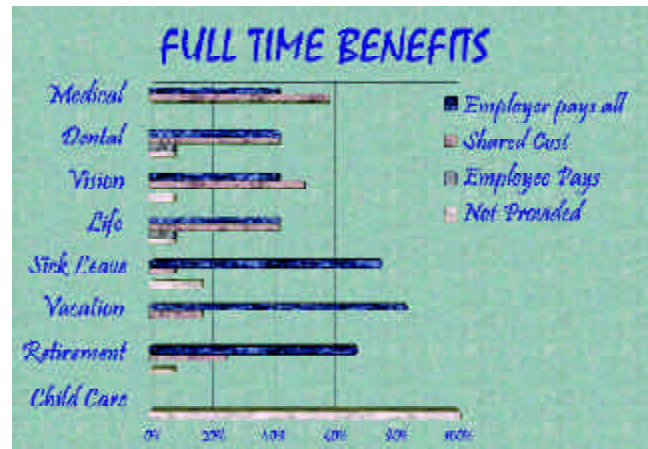
# PRODUCTION INSPECTORS, TESTERS, GRADERS, SORTERS, SAMPLERS and WEIGHERS

12 FIRMS - 1707 EMPLOYEES

OES CODE: 830050

## DESCRIPTION

Production Inspectors, Testers, Graders, Sorters, Samplers, and Weighers inspect, test, grade, sort, sample, or weigh non-agricultural raw materials or processed, machined, fabricated or assembled parts or products. Work may be performed before, during, or after processing.



## WAGES / BENEFITS

Union Responses (7)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$9.26	\$16.78
New Hire - Experienced	\$6.75	\$11.17	\$19.06
3 Years Exp. with Firm	\$8.35	\$11.17	\$19.71

Non- Union Responses (5)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.00	\$9.07	\$18.00
New Hire - Experienced	\$7.00	\$10.00	\$18.00
3 Years Exp. with Firm	\$8.00	\$12.00	\$18.50

## UNIONIZATION

Union Employers -58%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with most (83%) offering swing shifts, and many (58%) with graveyard shifts. Full-time workers averaged 40 hours per week, with 82% of employees working in seasonal positions.

## EMPLOYMENT TRENDS

Size of Occupation	Very Large (1700)
Gender	Male 17% Female 83%
Projected Growth	0% / yr.
Rate of Growth	No Change
Openings due to Growth	0 / yr.
Openings due to Separation	19 / yr.
Turnover Rate	2.9%

## WHERE THE JOBS ARE

Preserved Fruits and Vegetable Proc.	48%
Glass and Glassware Mfg	28%

## SUPPLY/DEMAND ASSESSMENT

Almost all employers (92%) report that employment levels over the last 12 months have remained stable. Almost all (93%) new hires were for seasonal employment. Most employers (75%) expect employment levels over the next 24 months to remain stable.

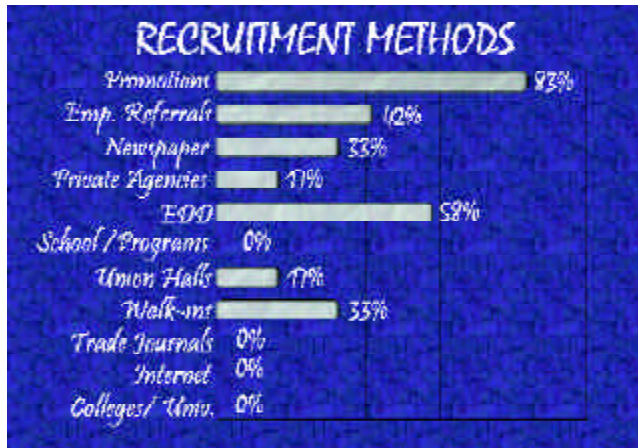
Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* Production Inspectors, Testers, Graders, Sorters, Samplers and Weighers.



# PRODUCTION INSPECTORS, TESTERS, GRADERS, SORTERS, SAMPLERS and WEIGHERS

OES CODE: 830050

12 FIRMS - 1707 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become Production Inspectors, Testers, Graders, Sorters, Samplers, and Weighers.

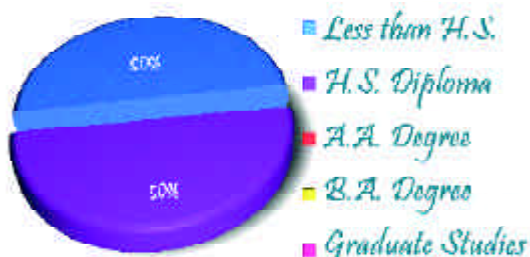
### EXPERIENCE

Some employers (33%) do not require experience, but many (50%) prefer it. The average experience when required or preferred is 12 months. Most of those employers (63%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Almost all employers (83%) state that technical or vocational training is not required, and that training is acceptable in lieu of experience for most (63%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

- Adhere To Hazardous Materials Specs
- Interpret Verbal Instructions
- Basic Math
- Health And Sanitation Standards
- Interpersonal Communication Techniques
- Quality Assurance Techniques
- Statistical Process Control (SPC)
- Conduct Performance Testing
- Evaluate Material Specifications
- Inspect Components During Manufacturing
- Interpret Computerized Data And Reports
- Maintain Quality Control
- Operate And Maintain Inspection Tools
- Operate Pneumatic Test Equipment
- Operate Precision Measuring Devices
- Operate Precision Test Equipment
- Prepare Reports
- Read Production Layouts
- Read Schematics And Specifications
- Sort Raw Materials Used In Manufacturing
- Understand Manufacturing Methods
- Use Metric System
- Use Non-destructive Test Equipment

## COMPUTER SKILLS

<u>Required by 50% of firms</u>	<u>usage %</u>
Word processing	50%
Spreadsheet	83%
Database	67%
Desktop Publishing	0%
Other Proprietary Programs	17%

## OTHER INFORMATION

All responding employers (100%) promote from this position. Positions that workers may be promoted to include Machine Operators, Quality Control Inspectors, Leadworker, and Supervisor.

## LOCAL TRAINING PROVIDERS

There are currently no known local training providers for this occupation. Employers provide On-The-Job training.

# RADIOLOGIC TECHNOLOGIST

8 FIRMS - 82 EMPLOYEES



OES CODE: 329190

## DESCRIPTION

Radiologic Technologists take X-rays and CAT scans or administer non-radioactive materials into patients blood stream for diagnostic purposes. Please include technologists who specialize in other modalities such as computed tomography, ultrasound, and magnetic resonance. Please include works whose primary duties are to demonstrate portions of the human body on X-ray film or fluoroscopic screen.



## WAGES / BENEFITS

Non-Union Responses Only	LOW	MEDIAN	HIGH
New Hire- No Experience	\$15.25	\$16.61	\$17.97
New Hire - Experienced	\$15.00	\$18.20	\$21.00
3 Years Exp. with Firm	\$17.50	\$20.18	\$24.00

## EMPLOYMENT TRENDS

Size of Occupation	Medium (330-340)
Gender	Male 50% Female 50%
Projected Growth	4.8% / yr.
Rate of Growth	Much Faster than Average
Openings due to Growth	4 / yr.
Openings due to Separation	0 / yr.
Turnover Rate	38.5%

## WHERE THE JOBS ARE

Medical Doctor Offices/Clinics	60%
Hospitals	40%

## UNIONIZATION

Union Employers - 0%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with some (38%) offering swing shifts, and (25%) graveyard shifts. Full-time workers averaged 39 hours per week, with 52% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Some employers (25%) report that employment levels over the last 12 months have declined, while many (50%) report employment levels remained stable. Some new hires (39%) were as a result of growth, however, most (61%) were from openings due to employees leaving. Many employers (50%) expect employment levels over the next 24 months to grow.

Employers report that it is very difficult to find both *fully experienced and qualified* and employable *inexperienced* Radiologic Technologist applicants.

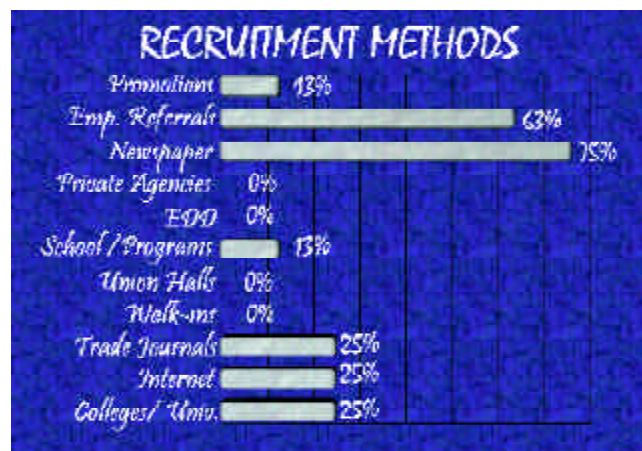


# RADIOLOGIC TECHNOLOGIST

OES CODE: 329190



8 FIRMS - 82 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Radiologic Technologists must be Certified by the State of California. Applicants must complete an approved 2 year academic program, and have clinical experience.

### EXPERIENCE

Most employers (75%) require experience, but some (25%) only prefer it. The average experience required or preferred is 16 months. No responding employers (100%) accept experience in other occupations.

### TRAINING

All employers (100%) state that technical or vocational training is required, and that training is not acceptable in lieu of experience.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

Adhere To Hazardous Materials Specs  
 Apply Advanced Technical Math  
 Interpret Written Instructions  
 Human Anatomy And Physiology Knowledge  
 Infectious Materials Procedures  
 Apply Medical Theory To Radiology  
 Medical X-ray Procedures  
 Patient Care Procedures  
 Comprehend And Communicate Technical Info  
 Inject Non-radioactive Material For Tests  
 Interpret Prescriptions  
 Keep Records And Maintain Files  
 Maintain Medical Diagnostic Equipment  
 Operate Magnetic Resonance Imager  
 Operate Ultrasound Equipment  
 Operate X-ray Machines  
 Perform Computed Tomography Tests  
 Perform Magnetic Resonance Tests  
 Perform Noninvasive Diagnostic Techniques  
 Perform Noninvasive Peripheral Vascular Tests  
 Prepare Patients For Exams And Treatments  
 Know Clinical Radiation Safety Procedures  
 Darkroom Procedures  
 Medical Terminology  
 Use Precision Medical Diagnosis Machines

## COMPUTER SKILLS

<u>Required by 50% of firms</u>	<u>usage %</u>
Word processing	75%
Spreadsheet	25%
Database	25%
Desktop Publishing	25%
Other Proprietary Programs	25%

## OTHER INFORMATION

Many employers (50%) promote from this position. Positions that Radiologic Technologists may be promoted to include Mamographer, Supervisor and Manager.

## LOCAL TRAINING PROVIDERS

There are currently no known local training providers for this occupation.

# RECEPTIONISTS and INFORMATION CLERKS

16 FIRMS - 370 EMPLOYEES



OES CODE: 553050

## DESCRIPTION

Receptionists and Information Clerks answer inquiries and obtain information for the general public (customers, visitors, and other interested parties) concerning activities conducted at an establishment, such as the location of offices or persons within the firm, departments within the store, or services within the hotel. They may perform a variety of other clerical duties. Receptionists who primarily operate switchboards are not included.



## WAGES / BENEFITS

Union Responses (5)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$10.84	\$11.18	\$11.52
New Hire - Experienced	\$9.92	\$11.95	\$13.03
3 Years Exp. with Firm	\$11.49	\$13.17	\$14.14

Non- Union Responses (11)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$7.50	\$8.00
New Hire - Experienced	\$7.50	\$8.85	\$10.37
3 Years Exp. with Firm	\$9.00	\$10.00	\$11.25

## EMPLOYMENT TRENDS

Size of Occupation Very Large (1910-2100)  
 Gender Male 1% Female 99%  
 Projected Growth 1.4% / yr.  
 Rate of Growth Slower than Average  
 Openings due to Growth 27 / yr.  
 Openings due to Separation 39 / yr.  
 Turnover Rate 13.0%

## WHERE THE JOBS ARE

Medical Doctor Offices/Clinics 29%  
 Personnel Supply Services 10%  
 Management and Public Relations Firms 6%  
 Dental Offices/Clinics 5%

## SUPPLY/DEMAND ASSESSMENT

Most employers (75%) report that employment levels over the last 12 months have remained stable. A few new hires (16%) were the result of promotions, however, most (70%) were from openings due to employees leaving. Almost all employers (88%) expect employment levels over the next 24 months to remain stable.

Employers report that it is not difficult to find *fully experienced and qualified* or employable *inexperienced* Receptionist and Information Clerk applicants.

## UNIONIZATION

Union Employers -31%

## SHIFTS AND HOURS

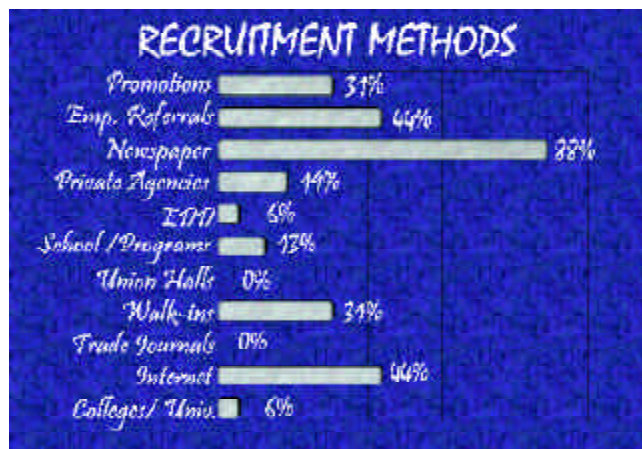
All employers (100%) offer day shifts, with a few (13%) offering swing shifts, and (6%) graveyard shifts. Full-time workers averaged 39 hours per week, with 93% of employees working fulltime.

# RECEPTIONISTS and INFORMATION CLERKS

OES CODE: 553050



16 FIRMS - 370 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Receptionist or Information Clerk.

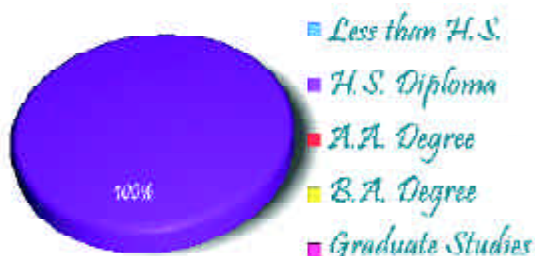
### EXPERIENCE

Most employers (69%) require experience. The average experience when required or preferred is 20 months. Many of those employers (55%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Most employers (75%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for many (58%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

Answer/ Route Calls On Multi-line Phones  
Interpret Verbal And Written Instructions  
Interpersonal Communication Techniques  
Arrange Teleconference Calls  
Communicate Information Accurately  
Compose Business Correspondence  
Distribute Mail and Correspondence  
Evaluate And Prioritize Incoming Calls  
Keep A Telephone Log  
Keep Records And Maintain Files  
Maintain Appointment Calendars  
Operate Computers And Business Machines  
Order Office Supplies  
Schedule Appointments And Meeting Facilities  
Take Messages

## COMPUTER SKILLS

Required by 100% of firms	usage %
Word processing	75%
Spreadsheet	56%
Database	63%
Desktop Publishing	19%
Other Proprietary Programs	63%

## OTHER INFORMATION

Almost all employers (81%) promote from this position. Positions that Receptionist and Information Clerks may be promoted to include Administrative Assistant, Account Clerk, and Clerical Supervisor.

## LOCAL TRAINING PROVIDERS

Adult ROP	Office Occupations
Central Valley Opportunity Center	General Business Occupations
Computer Tutor	Office Clerk I
Humphreys College	Office Clerk
Modesto Junior College	Office Administration
Training & Resource Center	General Office Clerk I
Stanislaus State University	Effective Administrative Support
Extended Education (UEE)	
Worldwide Educational Services	Receptionist / Information Clerk / Front Desk



# ROOFERS

13 FIRMS - 130 EMPLOYEES



OES CODE: 878080

## DESCRIPTION

Roofers perform duties concerned with covering roofs of structures with slate, asphalt, aluminum, wood, and related materials using brushes, knives, punches, hammers, and other tools. They may spray roofs, sidings, and walls with material to bind, seal, insulate, or sound-proof sections of structures.



## WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$8.00	\$10.00	\$20.00
New Hire - Experienced	\$9.50	\$16.00	\$20.00
3 Years Exp. with Firm	\$12.00	\$19.00	\$20.00

## EMPLOYMENT TRENDS

Size of Occupation Small (190-230)  
 Gender Male 98% Female 2%  
 Projected Growth 3.0% / yr.  
 Rate of Growth Faster than Average  
 Openings due to Growth 6 / yr.  
 Openings due to Separation 7 / yr.  
 Turnover Rate 11.5%

## WHERE THE JOBS ARE

Roofing/ Siding/ Sheet Metal Firms 100%

## UNIONIZATION

Union Employers - 8%

## SHIFTS AND HOURS

All employers (100%) offer day shifts only. Full-time workers averaged 39 hours per week. Many (45%) employees in this occupation work part-time or seasonal.

## SUPPLY/DEMAND ASSESSMENT

Many employers (46%) report that employment levels over the last 12 months have grown. Some new hires (30%) were seasonal positions however, many (42%) were from new positions. Most employers (77%) expect employment levels over the next 24 months to remain stable.

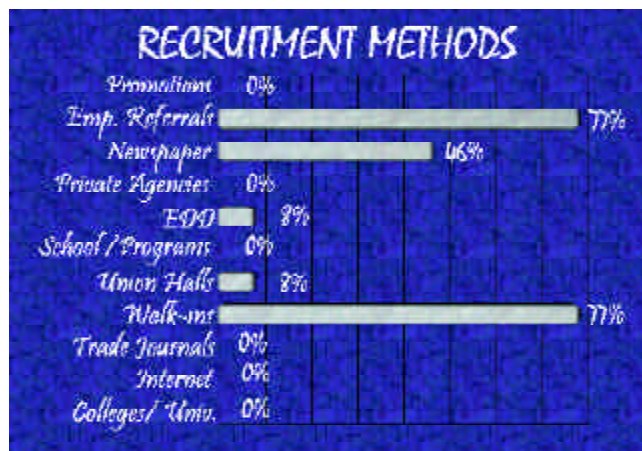
Employers report that it is very difficult to find both *fully experienced and qualified* and employable *inexperienced* Roofer applicants.

# ROOFERS

OES CODE: 878080



13 FIRMS - 130 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Roofer, unless the Roofer is a Contractor.

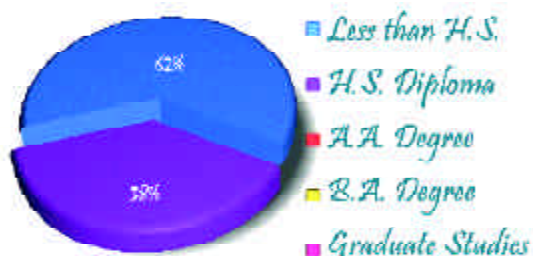
### EXPERIENCE

Many employers (46%) require experience, but as many (46%) only prefer it. The average experience when required or preferred is 22 months. Many of those employers (58%) requiring or preferring experience do not accept experience in other occupations.

### TRAINING

Almost all employers (92%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for most (67%) employers requiring experience.

### **MINIMUM EDUCATION REQUIRED**



## SPECIFIC SKILLS AND TASKS

- Adhere To Hazardous Materials Specs
- Adhere To Safety Procedures
- Interpret Verbal Instructions
- Knowledge of Building Codes
- Apply Coatings, Adhesives And Hot Tar
- Composition, Tile Or Three-tab Roofing
- Fire Suppression Techniques
- Intermediate Technical Math
- Loading And Unloading Procedures
- Apply Tile, Metal, Shingle Or Shake Roofing
- Cut, Fit And Join Construction Materials
- Erect Scaffolds
- Estimate Costs, Time And Materials
- Keep Records And Maintain Files
- Maneuver Heavy Objects
- Provide Customer Service
- Read Blueprints And Technical Drawings
- Read Repair Work Orders
- Read Tape Measure/ Use Measuring Devices
- Demolition And Tear Off Procedures

## COMPUTER SKILLS

<u>Required by 0% of firms</u>	<u>usage %</u>
Word processing	0%
Spreadsheet	0%
Database	0%
Desktop Publishing	0%
Other Proprietary Programs	0%

## OTHER INFORMATION

Many employers (54%) promote from this position. Positions that Roofers may be promoted to include Crew Leader, Foreman, and Superintendent.

## LOCAL TRAINING PROVIDERS

There are currently no known local training providers for this occupation. Employers provide On-The-Job training.



# SECONDARY SCHOOL TEACHERS

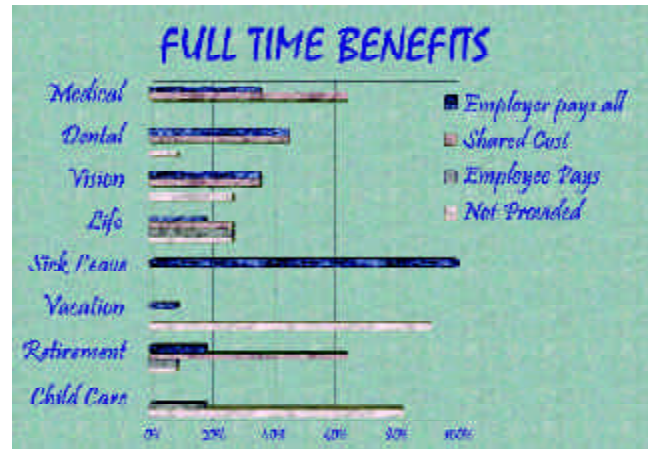
12 FIRMS - 933 EMPLOYEES



OES CODE: 313080

## DESCRIPTION

Secondary School Teachers instruct students in public or private high schools in one or more subjects, such as English, mathematics, or social studies. Vocational high school teachers are included, however special education teachers who teach only students with disabilities are not.



## WAGES / BENEFITS

Union Responses (7)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$16.61	\$19.72	\$21.19
New Hire - Experienced	\$16.61	\$21.52	\$28.28
3 Years Exp. with Firm	\$16.90	\$23.29	\$30.95

Non- Union Responses (5)	LOW	MEDIAN	HIGH
New Hire- No Experience	\$9.71	\$12.53	\$14.38
New Hire - Experienced	\$9.71	\$18.22	\$22.00
3 Years Exp. with Firm	\$11.63	\$17.26	\$25.00

## EMPLOYMENT TRENDS

Size of Occupation Very Large (990-1180)  
 Gender Male 53% Female 47%  
 Projected Growth 2.7% / yr.  
 Rate of Growth Faster than Average  
 Openings due to Growth 27 / yr.  
 Openings due to Separation 34 / yr.  
 Turnover Rate 6.2%

## WHERE THE JOBS ARE

Secondary Schools 100%

## UNIONIZATION

Union Employers -58%

## SHIFTS AND HOURS

Almost all employers (92%) offer day shifts, with few (8%) offering p/t evening shifts. Full-time workers averaged 38 hours per week, with 93% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Many employers (50%) report that employment levels over the last 12 months have grown. Many new hires (46%) were as a result of growth, however, many (54%) were from openings due to employees leaving. Most employers (67%) expect employment levels over the next 24 months to grow.

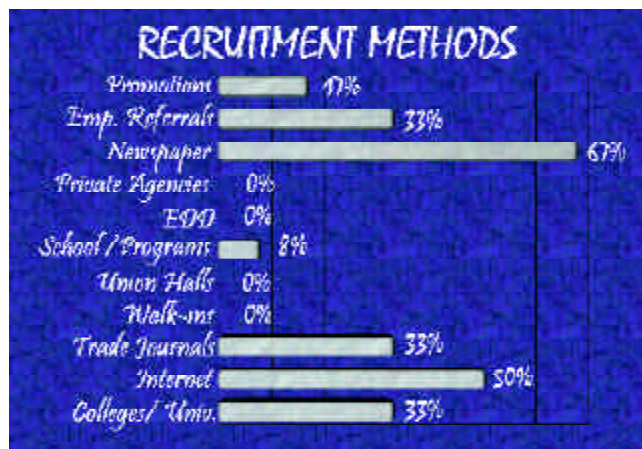
Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* Secondary School Teacher applicants.

# SECONDARY SCHOOL TEACHERS

OES CODE: 313080



12 FIRMS - 933 EMPLOYEES



## EMPLOYER REQUIREMENTS LICENSES / CERTIFICATIONS

Secondary School Teachers are required to have a Teaching Credential. They must pass the California Basic Educational Skills Test (CBEST) and Subject Matter Examinations for single subject credentials.

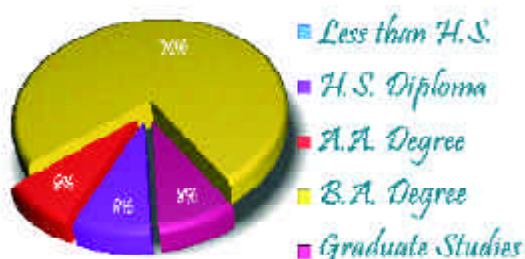
## EXPERIENCE

Some employers (25%) do not require experience, but many (58%) prefer it. The average experience when required or preferred is 15 months. Most of those employers (67%) requiring or preferring experience do not accept experience in other occupations.

## TRAINING

Many employers (50%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for almost all (89%) employers requiring experience.

## MINIMUM EDUCATION REQUIRED



Stanislaus County 2002

## SPECIFIC SKILLS AND TASKS

Apply Active Listening Techniques  
 Apply Childhood Development Theories  
 Apply Field Experience To Classroom Teaching  
 Basic Math and Intermediate Technical Math  
 Apply Motivational Techniques To Education  
 Assess Educational Potential And Need  
 Conduct Parent Conferences  
 Coordinate Educational Activities  
 Develop Instructional Materials  
 Evaluate Performance/Educational Outcomes  
 Facilitate Group Learning  
 Maintain Group Discipline  
 Maintain Safe Environment For Children  
 Organize Social Behavior Learning Activities  
 Oversee And Direct Recreational Play  
 Prepare Children's Activity Schedules  
 Prepare Lesson Plans And Outlines  
 Recognize Childhood Problems/ Diseases  
 Recognize Physical And Emotional Abuse  
 Recognize Learning Disabilities  
 Supervise Classroom Activities  
 Correct Grammar, Punctuation And Spelling  
 Use Principles Of Group Dynamics

## COMPUTER SKILLS

<u>Required by 25% of firms</u>	<u>usage %</u>
Word processing	67%
Spreadsheet	33%
Database	67%
Desktop Publishing	0%
Other Proprietary Programs	67%

## OTHER INFORMATION

Almost all employers (83%) promote from this position. Positions that Secondary School Teachers may be promoted to include Assistant Principal and Principal. To be promoted, Teachers must obtain an Administrative Credential.

## LOCAL TRAINING PROVIDERS

Chapman University	Teaching Credential
Modesto Junior College	Liberal Studies
Stanislaus State University	Teaching Credential

# TELEPHONE and CABLE T.V. LINE INSTALLERS and REPAIRERS

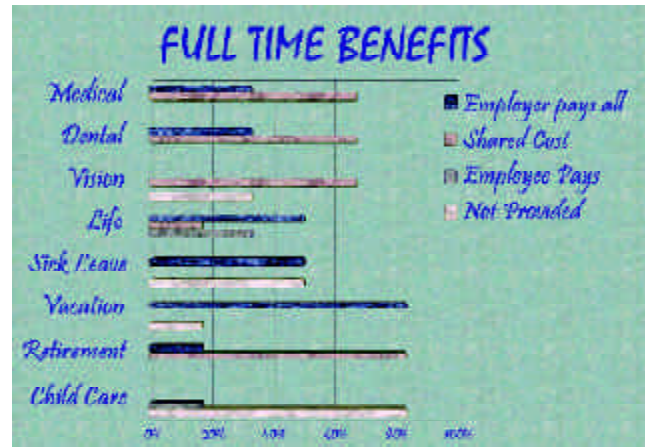
7 FIRMS - 399 EMPLOYEES



OES CODE: 857020

## DESCRIPTION

Telephone and Cable TV Line Installers and Repairers install and repair telephone and telegraph lines, television distribution cables, poles, and related equipment such as supports, insulation, and guywire systems. Other duties include locating and repairing defects in existing systems, and placing, rearranging, and removing underground or aerial cables.



## WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$7.00	\$8.08	\$10.55
New Hire - Experienced	\$10.00	\$12.00	\$21.19
3 Years Exp. with Firm	\$14.00	\$14.50	\$24.13

## EMPLOYMENT TRENDS

Size of Occupation	Medium (200-400)
Gender	Male 99% Female 1%
Projected Growth	5% / yr.
Rate of Growth	Much Faster than Average
Openings due to Growth	10 / yr.
Openings due to Separation	7 / yr.
Turnover Rate	13.3%

## WHERE THE JOBS ARE

Telephone Communications Firm	55%
Heavy Construction Firms (except roads)	31%

## UNIONIZATION

Union Employers - 29%

## SHIFTS AND HOURS

All employers (100%) offer day shifts, with few (29%) offering swing shifts, and (14%) graveyard shifts. Full-time workers averaged 41 hours per week, with 98% of employees working fulltime.

## SUPPLY/DEMAND ASSESSMENT

Some employers (29%) report that employment levels over the last 12 months have declined, but many (43%) state that employment levels remained stable. Almost all new hires (84%) were from openings due to employees leaving. Many employers (57%) expect employment levels over the next 24 months to remain stable, while some (29%) expect growth.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* Telephone and Cable T.V. Line Installers and Repairers.

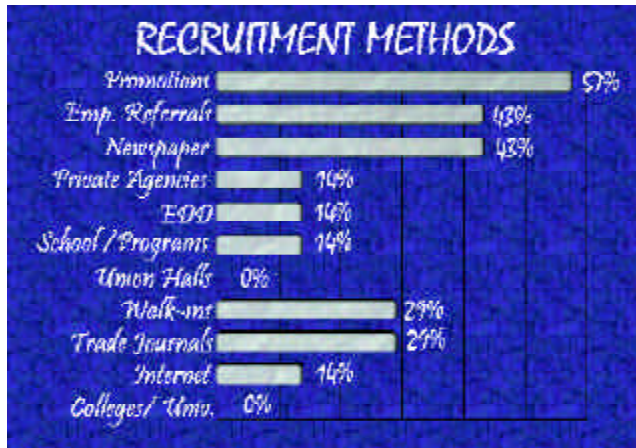


# TELEPHONE and CABLE T.V. LINE INSTALLERS and REPAIRERS

OES CODE: 857020



7 FIRMS - 399 EMPLOYEES



## SPECIFIC SKILLS AND TASKS

- Adhere To Safety Procedures
- Interpret Verbal and Written Instructions
- Basic Math and Intermediate Technical Math
- Apply Electronic Principles
- Climb Utility Poles
- Distinguish Colors
- Estimate Time And Materials For Repairs
- Install Or Repair Cable T.V. Systems
- Install Electronic Communication Equipment
- Install Or Repair Communication Lines/ Cables
- Maneuver Heavy Objects
- Operate Aerial Work Platforms
- Operate Earth Moving And Digging Machines
- Operate Soldering Equipment
- Operate Two-way Radio
- Perform Safety Inspections
- Read Repair Work Orders
- Read Schematics And Specifications
- Read Tape Measure
- Repair Power And Communication Lines
- Splice Electric Or Communications Cable
- Use Electronic Test Equipment
- Use Measuring Devices In Construction Work
- Use Voltmeter And Ohmmeter

## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

There are no licenses or educational certificates required to become a Telephone or Cable T.V. Line Installer or Repairer.

### EXPERIENCE

Many employers (43%) require experience, but as many (43%) only prefer it. The average experience when required or preferred is 25 months. Many of those employers (50%) requiring or preferring experience accept experience in other occupations.

### TRAINING

Many employers (57%) state that technical or vocational training is not required but some (29%) prefer it. Training is acceptable in lieu of experience for many (50%) employers requiring experience.

## COMPUTER SKILLS

<u>Required by 28% of firms</u>	<u>usage %</u>
Word processing	100%
Spreadsheet	100%
Database	100%
Desktop Publishing	0%
Other Proprietary Programs	50%

## OTHER INFORMATION

Almost all employers (86%) promote from this position. Positions that Telephone and Cable T.V. Line Installers and Repairers may be promoted to include Leadworker, Supervisor and Management.

## LOCAL TRAINING PROVIDERS

There are currently no known local training providers for this occupation. Employers provide On-The-Job training.

## MINIMUM EDUCATION REQUIRED





# TRUCK DRIVERS- HEAVY or TRACTOR TRAILER

15 FIRMS - 786 EMPLOYEES



OES CODE: 971020

## DESCRIPTION

Heavy or Tractor -Trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.



## WAGES / BENEFITS

Non-Union and Union Combined	LOW	MEDIAN	HIGH
New Hire- No Experience	\$6.75	\$10.50	\$13.95
New Hire - Experienced	\$9.00	\$12.00	\$16.04
3 Years Exp. with Firm	\$10.50	\$14.90	\$22.66

## EMPLOYMENT TRENDS

Size of Occupation	Very Large (2350-2730)
Gender	Male 96% Female 4%
Projected Growth	2.3% / yr.
Rate of Growth	Average
Openings due to Growth	54 / yr.
Openings due to Separation	36 / yr.
Turnover Rate	21.9%

## WHERE THE JOBS ARE

Trucking and Courier Services	60%
Grain Mill Product Firms	6%
Groceries and Related Product Firms	3%
Concrete/ Gypsum/ Plaster Delivery	2%

## SUPPLY/DEMAND ASSESSMENT

Many employers (59%) report that employment levels over the last 12 months have grown. Some new hires (20%) were temporary positions and a few (19%) were from new positions, however, many (59%) were from openings due to employees leaving. Most employers (71%) expect employment levels over the next 24 months to grow.

Employers report that it is moderately difficult to find both *fully experienced and qualified* and employable *inexperienced* Truck Driver applicants.

## UNIONIZATION

Union Employers - 6%

## SHIFTS AND HOURS

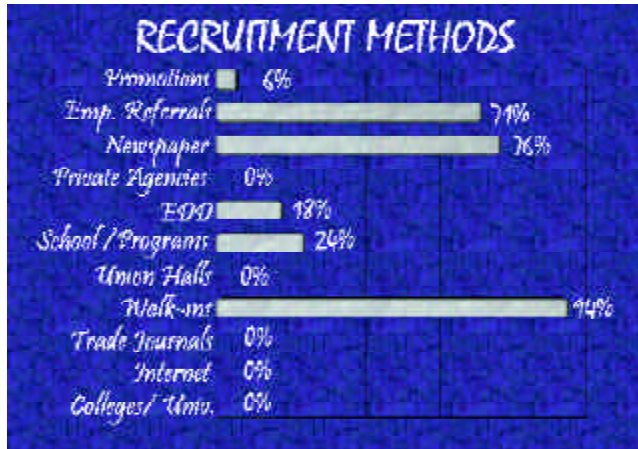
Almost all employers (88%) offer day shifts, with some (35%) offering swing shifts, and many (47%) with graveyard shifts. Some (29%) had varied schedules ranging from 12 hour shifts to shifts based on routes. Full-time workers averaged 49 hours per week, with 90% of employees working full time.

# TRUCK DRIVERS- HEAVY or TRACTOR TRAILER

OES CODE: 971020



15 FIRMS - 786 EMPLOYEES



## EMPLOYER REQUIREMENTS

### LICENSES / CERTIFICATIONS

Truck Drivers must have a Commercial Drivers License issued through the Department of Motor Vehicles. Applicants must pass a written and driving examination. Interstate Commerce drivers must be at least 21 years old.

### EXPERIENCE

Many employers (53%) require experience, but almost as many (47%) only prefer it. The average experience when required or preferred is 17 months. Most employers (76%) do not accept experience in other occupations.

### TRAINING

Many employers (47%) state that technical or vocational training is not required, and that training is not acceptable in lieu of experience for many (59%) employers.

## MINIMUM EDUCATION REQUIRED



## SPECIFIC SKILLS AND TASKS

- Adhere To Safety Procedures
- Adjust To Variables On Routes
- Interpret Written And Verbal Instructions
- Apply Basic Math
- Loading And Unloading Procedures
- Local And Regional Geographical Knowledge
- Change Vehicle Tire
- Complete Safety Reports
- Deliver Products And Services
- Explain Traffic Situations Concisely
- Follow Traffic/ Transportation Procedures
- Follow Written And Verbal Directions
- Interpret And Apply Transportation Regulations
- Keep Records And Maintain Files
- Maneuver Heavy Objects
- Meet Deadlines
- Operate Trucks With A Capacity of Three +Tons
- Operate Tractor-trailer Vehicles
- Operate Two-way Radio
- Practice Defensive Driving
- Read Maps
- Secure Cargo With Bracing, Padding Or Straps
- Use Global Positioning Systems (gps)
- Use Weighing And Measuring Devices

## COMPUTER SKILLS

<u>Required by 8% of firms</u>	<u>usage %</u>
Word processing	0%
Spreadsheet	0%
Database	100%
Desktop Publishing	0%
Other Proprietary Programs	0%

## OTHER INFORMATION

Most employers (65%) promote from this position. Positions that Truck Drivers may be promoted to include Dispatcher, Supervisor and Operations Manager.

## LOCAL TRAINING PROVIDERS

Mission Hill Truck School	Tractor Trailer Program
Western Pacific Truck School	Class B Commercial Truck School

# Training Directory

Inclusion in this Training Directory is not an endorsement by the State of California Labor Market Information Division or the Stanislaus Career Network.



## ADRIAN'S BEAUTY COLLEGE OF TURLOCK

2253 Geer Road  
Turlock, California 95382

### CONTACT

Sherri Cytanovich, Director  
Phone: (209) 632-2233  
FAX: (209) 632-9089

### WEB DATA

E-Mail: [adrians@inreach.com](mailto:adrians@inreach.com)  
Website: None available

### PROGRAMS

Cosmetology  
Manicuring

## ALLIANCE VOCATIONAL INSTITUTE, INC.

2005 Evergreen Ave #400  
Modesto, California 95350

### CONTACT

Perry Vierra, CEO/President  
Phone: (209) 524-3634  
FAX: (209) 524-4469

### WEB DATA

E-Mail: [alliance1@inreach.com](mailto:alliance1@inreach.com)  
Website: None Available

### PROGRAMS

Board Electronic Assembly and Repair  
Computer Assembly Repair  
Computer/Copier Connectivity  
Information Management Technician  
Professional Customer Service Skills

## AMERICAN BUSINESS COLLEGE

142 N. 9th Street, Suite 14  
Modesto, California 95350

### CONTACT

Candace Brock, Director  
Phone: (209) 523-1333  
FAX: (209) 523-5467

### WEB DATA

E-Mail: abc@thevision.net  
Web Site: None available

### PROGRAMS

Hospitality Management  
Mortgage Banking with Real Estate  
Property Management with Real Estate

## ANDON COLLEGE OF MODESTO

1700 McHenry Village Way  
Modesto, California 95350

### CONTACT

Curtis Anderson, Admissions  
Phone: (209) 571-8777  
FAX: (209) 571-9836

### WEB DATA

E-Mail: canderson@andoncollege.com  
Website: www.andon.com

### PROGRAMS

Medical Assistant  
Studies in Medical Assisting  
Medical Office Specialist  
Therapeutic Health Technician

## BEVERLY TRAINING CENTER

1900 Coffee Road  
Modesto, California

### CONTACT

Bob Phillips, Instructor  
Phone: (209) 548-0318  
FAX: (209) 548-0319

### WEB DATA

E-Mail: None Available  
Website: None Available

### PROGRAMS

Nursing Assistant Pre-Certification

## CAL TRADE WELDING SCHOOL

424 Kansas Avenue  
Modesto, California 95351

### CONTACT

Robert Erwin, Owner  
Vicki Richter, Admin. Asst.  
Phone: (209) 523-0753  
FAX: (209) 523-8826

### WEB DATA

E-Mail: caltrade2@aol.com  
Website: www.caltradeweldingschool.com

### PROGRAMS

Combination Welding  
MIG / TIG Specialty Welding  
Pipeline Welding  
AWS Inspectors

## CALIFORNIA BEAUTY COLLEGE

1115 15th Street  
Modesto, California 95354

### CONTACT

Veronica Ayala, Admissions  
Phone: (209) 524-5184  
FAX: (209) 524-7622

### WEB DATA

E-Mail: [cabeautycollege@aol.com](mailto:cabeautycollege@aol.com)  
Website: None Available

### PROGRAMS

Cosmetology  
Manicuring

## CALIFORNIA STATE UNIVERSITY, STANISLAUS

801 W. Monte Vista Avenue  
Turlock, California 95380

### CONTACT

Admission & Application Info.  
Phone: (209) 667-3070  
FAX: (209) 667-3394

### WEB DATA

E-Mail: [outreach\\_help\\_desk@stan.csustan.edu](mailto:outreach_help_desk@stan.csustan.edu)  
Website: <http://www.csustan.edu>

### DEPARTMENTS

Anthropology	Criminal Justice	Graduate Studies	Philosophy
Art	Drama	History	Physical Education
Athletics	Economics	Inst. For Int'l Study	Health
Biological Science	School of Education	Liberal Studies	Physical Science
Business Admin.	English	Marine Science	Politics/Public Admin.
Chemistry	Ethnic/Women's Studies	Mathematics	Psychology
Cognitive Studies	Geography	Multidisciplinary	Sociology
Computer Science	Geology Program	Nursing	



## CENTRAL VALLEY OPPORTUNITY CENTER

912 11th Street  
Modesto, California 95354-2319

### CONTACT

Jorge De Nava, Director  
Phone: (209) 577-3210  
FAX: (209) 523-9634

### WEB DATA

E-Mail: [cvoc7@cvoc.merced.ca.us](mailto:cvoc7@cvoc.merced.ca.us)  
Website: [www.cvoc.org](http://www.cvoc.org)

### PROGRAMS

Business Occupations  
Cashier – Retail Sales  
Welding  
Automotive Maintenance  
Food Preparation

## CENTRAL VALLEY ELECTRICAL JATC

1925 Yosemite Blvd.  
Modesto, California 95354

### CONTACT

Stan Strohmeyer  
Phone: (209) 579-5417  
FAX: (209) 521-0908

### WEB DATA

E-Mail: [jatc@softcom.net](mailto:jatc@softcom.net)  
Website: None Available

### PROGRAMS

Construction Electrician      CA Certificate

## CHAPMAN UNIVERSITY

3600 Sisk Road Ste 5A  
Modesto, California 95356

### CONTACT

David L. Young, Asst. Director  
Phone: (209) 545-1234  
FAX: (209) 545-0956

### WEB DATA

E-Mail: [modesto@chapman.edu](mailto:modesto@chapman.edu)  
Website: [www.chapman.edu](http://www.chapman.edu)

### PROGRAMS

#### Bachelor's Degrees

Psychology  
Social Sciences  
Health Sciences  
Organizational Leadership

#### Master's Degrees

Education  
Special Education  
Organizational Leadership

#### Teaching Credentials

Single Subject  
Multiple Subject  
Preliminary Admin. Service  
Pupil Personnel in Sch./Counsel.  
Special Education  
Clear Credential

## COMMUNITY BUSINESS SCHOOL

3800 McHenry Avenue, Suite M  
Modesto, California 95356

### CONTACT

Zane Schaeffer, Director  
Phone: (209) 529-3648  
FAX: (209) 529-0456

### WEB DATA

E-Mail: [administration@communitybusinessschool.com](mailto:administration@communitybusinessschool.com)  
Website: [www.communitybusinessschool.com](http://www.communitybusinessschool.com)

### PROGRAMS

Business Accounting  
Computer Office Specialist  
Computer Office Specialist II-Accounting  
Computer Office Specialist II-Computer Technician  
Business Accounting  
Computer System Administration Analyst

## COMP USA

3900 Sisk Road, Ste. D  
Modesto, California 95356

### CONTACT

Richard O'keefe , Manager  
Phone: (209) 342-6030  
Fax: (209) 342-6098

### WEB DATA

E-Mail: christina\_coleman@compusa.com  
Website: www.compusa.com

### PROGRAMS

MS Windows- XP/ME	Dreamweaver
MS Access	Flash
MS Powerpoint	HTML to DHTML
MS Project	Illustrator
MS Publisher	InDesign
MS Word	Pagemaker
MS Works	Photoshop
Mac OSX	Quark

## COMPUTER CAREER TRAINING

427 N. Highway 49, Suite 102  
Sonora, California 95370

### CONTACT

Kyran Enzi, President  
Phone: (209) 536-1702  
FAX: (209) 532-0632

### WEB DATA

E-Mail: cctschool@mlode.com  
Website: www.cctschool.com

### PROGRAMS

Computer Aided Drafting  
Computerized Office Skills  
Computerized Business Applications

## COMPUTER TUTOR BUSINESS *and* TECHNICAL INSTITUTE

4306 Sisk Road  
Modesto, California 95356

### CONTACT

George Rawe, Director  
Chris Stewart, Admissions  
Phone: (209) 545-5200  
FAX: (209) 545-3995

### WEB DATA

E-Mail: Mail@computertutor.com  
Website: www.computertutor.com

### PROGRAMS

Administrative Assistant I  
Administrative Assistant II  
Administrative Account Clerk I  
Administrative Account Clerk II  
Administrative Medical Clerk  
Office Clerk I  
Windows 2000 Networking MCSE

## FIRST STEP CAREER ACADEMY

3012 McHenry Ave Ste C  
Modesto, California 95350

### CONTACT

Lucy Valdovinos, Owner  
Phone: (209) 523-7395  
FAX: (209) 523-7396

### WEB DATA

E-Mail: mail@modestofirststep.com  
Website: www.modestofirststep.com

### PROGRAMS

Accounting  
Basic Skills  
Business  
Computer Graphics  
Legal Serectary  
Medical Office



## GALEN COLLEGE

1604 Ford Avenue, Suite 10  
Modesto, California 95350

### CONTACT

Kellie Thornhill, Director  
Phone: (209) 527-5100  
FAX: (209) 527-7209

### WEB DATA

E-Mail: None Available  
Website: [www.galencollege.com](http://www.galencollege.com)

### PROGRAMS

Dental Assistant  
Medical Assistant

## GOODWILL INDUSTRIES SAN JOAQUIN INC.

2500 Mc Henry Avenue  
Modesto, California 95350

### CONTACT

Michelle Schoof, Career  
Services Manager  
Phone: (209) 466-2311  
FAX: (209) 466-0547

### WEB DATA

E-Mail: [Michelles@goodwill-sjv.org](mailto:Michelles@goodwill-sjv.org)  
Website: [www.goodwill-sjv.org](http://www.goodwill-sjv.org)

### PROGRAMS

Office Technolgy ( Billiqual)  
Retail Sales Training (Billiqual)  
Janitorial Training  
Employment Preparation

## HUMPHREYS COLLEGE

3600 Sisk Road, Suite 3A  
Modesto, California 95356

### CONTACT

Carrie Castillon, Admissions Counselor  
Phone: (209) 543-9411  
FAX: (209) 543-9413

### WEB DATA

E-Mail: ccastillon@humphreys.edu  
Website: www.humphreys.edu

### PROGRAMS

Accounting / A.S. Degree  
Accounting Clerk  
Administrative Management / Certificate  
Executive Administrative Assistant  
Executive Office / A.S. Degree  
Executive Office Clerk  
Legal Administrative Assistant

Legal Office Administration / A.S. Degree  
Legal Office Clerk  
Medical Administrative Assistant  
Medical Office Administration / A.S. Degree  
Medical Office Clerk  
Medical Transcription / Certificate  
Paralegal / Certificate

## IMPACT EDUCATION

623 Bangs Ave.  
Modesto, California 95356

### CONTACT

Wendy Hammons,  
Dir. of Student Services  
Phone: (209) 529-4690  
FAX: (209) 529-4668

### WEB DATA

E-Mail: hvacinfo@impactresources.com  
Website: www.impactresources.  
com/hvac.htm

### PROGRAMS

HVAC/R Service Technician  
Appliance Repair Technician  
HVAC/Appliance Repair Technician  
Property Management

## HONOLULU SCHOOL OF PARALEGAL EDUCATION

1031 McHenry Avenue, Suite 13  
Modesto, California 95350

### CONTACT

Benjamin Ramos, Exec. Director  
Phone: (209) 577-3161  
FAX: (209) 577-3161

### WEB DATA

E-Mail: [uhlraw@thevision.net](mailto:uhlraw@thevision.net)  
Website: None Available

### PROGRAMS

Paralegal Assistant  
Private Investigator  
Legal/ Medical/ Administrative Interpreter

## MODESTO CITY SCHOOLS

1017 Reno Avenue Building B  
Modesto, California 95351

### CONTACT

Lisa Roche, Training Coordinator  
Phone: (209) 576-4273  
FAX: (209) 576-4173

### WEB DATA

E-Mail: [roche.l@monet.k12.ca.us](mailto:roche.l@monet.k12.ca.us)  
Website: [www.monet.k12.ca.us/careers](http://www.monet.k12.ca.us/careers)

### PROGRAMS

A+ Certification  
Ag Welding  
Automatic Transmission Repair (fw/rw)  
Business Management  
Certified Nursing Assistant  
Computerized Equipment Servicing  
Construction Technology  
Custodial Services  
Electrical Trades Technology  
Elementary Education  
Fashion Marketing

Food Services  
Graphic Arts Lab  
Home Health Aid  
Landscape Design/Maintenance  
Multimedia  
Office Occupations  
Retail Sales/Marketing  
Security Guard Training  
Small Engine/Motorcycle Repair (evening)

## MISSION HILL TRUCK SCHOOL

521 Bystrum Road  
Modesto, California 95351

### CONTACT

Harcharan Singh (owner)  
Romanthony L'ouveture (instructor)  
Phone: (209) 491-2380  
FAX: (209) 491-2381

### WEB DATA

E-Mail: None Available  
Website: None Available

### PROGRAMS

Truck Driving Training      Safety Training

## MODESTO AREA SHEET METAL JAC

841 Lone Palm Avenue  
Modesto, California 95351

### CONTACT

Tony Ledoux, Training Coordinator  
Phone: (209) 523-1323  
FAX: (209) 523-1242

### WEB DATA

E-Mail: [tonyl@smwia-162.com](mailto:tonyl@smwia-162.com)  
Website: None Available

### PROGRAMS

Sheet Metal Worker      CA Certificate



## MODESTO JUNIOR COLLEGE

435 College Avenue  
Modesto, California 95350

### CONTACT

Student Information Center  
Phone: (209) 575-6470  
Student Development Office  
Phone: (209) 575-6700

### WEB DATA

E-Mail: None Available  
Website: <http://www.mjc.yosemite.cc.ca.us>

### DEPARTMENTS

Agricultural and Environmental Sciences  
Allied Health  
Arts, Humanities, and Communications  
Behavioral and Social Sciences  
Business  
Community and Economic Development

Family and Consumer Sciences  
Industrial technology  
Literature and Language Arts  
Physical Recreation, and Health Ed.  
Public Safety Training  
Science, Math, and Engineering

## MOUNTAIN – VALLEY EMERGENCY MEDICAL SERVICES

1101 Standiford Avenue, Suite D-1  
Modesto, California 95350

### CONTACT

Marilyn Smith, Staffing & Training  
Phone: (209) 529-5085  
FAX: (209) 529-1496

### WEB DATA

E-Mail: [msmith@mvemsa.com](mailto:msmith@mvemsa.com)  
Website: [www.mvemsa.com](http://www.mvemsa.com)

### PROGRAMS

Paramedic Training

## MODESTO TECHNICAL COLLEGE

1400 N. 9th Street #10  
Modesto, California 95350

### CONTACT

Olga Padilla, Admissions Office Manager  
Phone: (209) 524-6700  
FAX: (209) 524-6724

### WEB DATA

E-Mail: [cmcmctc@earthlink.com](mailto:cmcmctc@earthlink.com)  
Website: none available

### PROGRAMS

General Auto Mechanics  
Service Writer

## NATIONAL TRAINING INSTITUTE

1900 Blue Gum Avenue, Suite B  
Modesto, California 95357

### CONTACT

Connie Ehret, Branch Director  
Maria Campodonico, Admissions  
Phone: (209) 522-9700  
FAX: (209) 522-9705

### WEB DATA

E-Mail: [connieE@modesto.ntiusa.com](mailto:connieE@modesto.ntiusa.com)  
Website: [www.ntiusa.com](http://www.ntiusa.com)

### PROGRAMS

Computer Service Technician  
Integrated Digital Electronics  
Computer Business Programs

## INFINET TECHNICAL EDUCATION

1100 J Street  
Modesto, California 95354

### CONTACT

Tammy Grandstaff, Director  
Phone: (209) 549-8600  
FAX: (209) 549-8604

### WEB DATA

E-Mail: [tgrandstaff@infinetedu.com](mailto:tgrandstaff@infinetedu.com)  
Website: [www.infinetedu.com](http://www.infinetedu.com)

### PROGRAMS

Administrative Accounting Clerk  
Administrative Assistant  
A Plus Technician Training  
Desktop Applications  
MCSE (Microsoft Certification System Engineers)  
MCSA  
Medical Front Office Clerk  
Network Plus  
Office Clerk  
P.C. Fundamentals

## NORTH ADRIAN'S BEAUTY COLLEGE

124 Floyd Avenue  
Modesto, California 95350

### CONTACT

Patricia Cochran, Director  
Phone: (209) 526-2040  
FAX: (209) 524-9347

### WEB DATA

E-Mail: [adrians@inreach.com](mailto:adrians@inreach.com)  
Website: None Available

### PROGRAMS

Cosmetology  
Manicuring  
Esthetics  
Refresher Course

## SCOE YOSEMITE ROP

1100 H Street  
Modesto, California 95354

### CONTACT

Judie Piscitello, Director  
Phone: (209) 525-5093  
FAX: (209) 525-5108

### WEB DATA

E-Mail: [cyoung@stan-co.k12.ca.us](mailto:cyoung@stan-co.k12.ca.us)  
Website: [www.stan-co.k12.ca.us](http://www.stan-co.k12.ca.us)

### PROGRAMS

Advanced Floriculture	Elementary Education (Teacher Aide)
Advanced Retail Sales & Marketing (Merchandising)	Fashion Merchandising
Ag Equipment Repair	Floriculture
Ag Power and Machinery	Food Services I, II, III & Cooperative
Auto Body Repair I & II	Graphics/Printing Occupations
Automatic Transmission- Rear and Front Wheel	Home Health Aide
Automotive Services Technician I & II	Hospital Health Occupations
Business Applications for the Computer	Industrial Engineering Technology/Electronics
Business Management (Small Bus. Ownership & Mgt)	Marketing & Sales
Business Technology: Accounting I & II	Medical Office Occupations 1-2
Cabinet Construction I	Medical Office Occupations 3-4
Cabinet Construction II	Metal Fabrication
Carpentry	Nursery Landscape Occupations
Certified Nursing Assistant	Office Procedures & Technology
Computer Applications for Small Businesses	Photography
Computer Assisted Drafting	Photography
Computer Programming I	Retail Supervisor (Co-op Retail sales/merchandising)
Computerized Equipment Servicing 1-2	Security Guard Training
Computerized Equipment Servicing 3-4	Sheet Metal & Industrial Fabrication
Construction Technology 1-2, 3-4	Small Engine/Motorcycle Repair 1-2
Cosmetology	Small Engine/Motorcycle Repair 3-4
Criminal Justice	Technical Illustration
Custodial Services	Theater Stagecraft 1-2 (Carpentry)
Desktop Publishing	Theater Stagecraft Practicum 3-8 (Carpentry)
Early Childhood Education (Child Care Aide)	Welding & Fabrication
Electrical Technology	Word Processing



## TRAINING AND RESOURCE CENTER

723 14th street  
Modesto, California 95354

### CONTACT

Cheryl Huckaby, Admissions Director  
Phone: (209) 342-0130  
FAX: (209) 342-0132

### WEB DATA

E-Mail: [info@trcmoesto.com](mailto:info@trcmoesto.com)  
Website: [www.trcmoesto.com](http://www.trcmoesto.com)

### PROGRAMS

Administrative Assistant  
Automated Account Clerk I  
Automated Account Clerk II  
Automated Receptionist  
Clerical  
Computer Operator Training  
General Office Clerk I  
General Office Clerk II

Inventory Control/ Ship. Clerk  
Medical Admitting Clerk  
Medical Office I/Secretary  
Medical Office II/Secretary  
Secretary/Word Processing I  
Secretary/Word Processing II  
Skills Upgrading

## TURLOCK ADULT SCHOOL

1574 E. Canal Drive  
Turlock, California 95380

### CONTACT

Kathy Newsum, Adm. Secretary  
Phone: (209) 667-0643  
FAX: (209) 667-0695

### WEB DATA

E-Mail: [knewsum@turlock.k12.ca.us](mailto:knewsum@turlock.k12.ca.us)  
Website: [www.Turlock.k12.ca.us](http://www.Turlock.k12.ca.us)

### PROGRAMS

Office Procedures and Technology

## WESTERN PACIFIC TRUCK SCHOOL

2316 Nickerson Drive  
Modesto, California 95358

### CONTACT

Rebecca Carter, Director of Admissions  
Phone: (209) 531-9226  
FAX: (209) 538-6773

### WEB DATA

E-Mail: [nordic@wptruckschool.com](mailto:nordic@wptruckschool.com)  
Website: [/www.wptruckschool.com](http://www.wptruckschool.com)

### PROGRAMS

Advanced Tractor Trailer Operator

## WORLDWIDE EDUCATIONAL SERVICES

1620 N. Carpenter Road, Suite D-47  
Modesto, California 95351

### CONTACT

Sally Alameda, Office Manager  
Phone: (209) 575-1933  
FAX: (209) 575-2009

### WEB DATA

E-Mail: [tia123@ix.netcom.com](mailto:tia123@ix.netcom.com)  
Website: [www.worldwideeducsvsofca.com](http://www.worldwideeducsvsofca.com)

### DEPARTMENTS

Basic Education/G.E.D.  
Business – Accounting  
Business – Clerical  
Business – Customer Service  
Business – Sales/Mgt.  
Computer – Desktop Pub.  
Computer – Graphics

Computer – Network  
Computer – Internet/Website  
Legal Secretary  
Medical – Clerical  
Medical – Transcription  
Property Management

# Appendix A

**Table DP-1. Profile of General Demographic Characteristics: 2000**

Geographic Area: Stanislaus County, California

[For information on confidentiality protection, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
<b>Total population.....</b>	<b>446,997</b>	<b>100.0</b>	<b>HISPANIC OR LATINO AND RACE</b>		
<b>SEX AND AGE</b>			<b>Total population.....</b>	<b>446,997</b>	<b>100.0</b>
Male.....	219,912	49.2	Hispanic or Latino (of any race).....	141,871	31.7
Female.....	227,085	50.8	Mexican.....	119,252	26.7
Under 5 years.....	35,582	8.0	Puerto Rican.....	1,947	0.4
5 to 9 years.....	40,203	9.0	Cuban.....	290	0.1
10 to 14 years.....	40,289	9.0	Other Hispanic or Latino.....	20,382	4.6
15 to 19 years.....	37,025	8.3	Not Hispanic or Latino.....	305,126	68.3
20 to 24 years.....	30,029	6.7	White alone.....	256,001	57.3
25 to 34 years.....	60,880	13.6	<b>RELATIONSHIP</b>		
35 to 44 years.....	68,921	15.4	<b>Total population.....</b>	<b>446,997</b>	<b>100.0</b>
45 to 54 years.....	54,248	12.1	In households.....	439,508	98.3
55 to 59 years.....	18,528	4.1	Householder.....	145,146	32.5
60 to 64 years.....	14,595	3.3	Spouse.....	81,323	18.2
65 to 74 years.....	24,405	5.5	Child.....	155,878	34.9
75 to 84 years.....	16,473	3.7	Own child under 18 years.....	121,575	27.2
85 years and over.....	5,819	1.3	Other relatives.....	33,829	7.6
Median age (years).....	31.7	(X)	Under 18 years.....	13,428	3.0
18 years and over.....	307,775	68.9	Nonrelatives.....	23,332	5.2
Male.....	148,671	33.3	Unmarried partner.....	9,137	2.0
Female.....	159,104	35.6	In group quarters.....	7,489	1.7
21 years and over.....	287,404	64.3	Institutionalized population.....	3,440	0.8
62 years and over.....	55,178	12.3	Noninstitutionalized population.....	4,049	0.9
65 years and over.....	46,697	10.4	<b>HOUSEHOLD BY TYPE</b>		
Male.....	19,491	4.4	<b>Total households.....</b>	<b>145,146</b>	<b>100.0</b>
Female.....	27,206	6.1	Family households (families).....	109,517	75.5
<b>RACE</b>			With own children under 18 years.....	59,819	41.2
One race.....	422,662	94.6	Married-couple family.....	81,323	56.0
White.....	309,901	69.3	With own children under 18 years.....	42,984	29.6
Black or African American.....	11,521	2.6	Female householder, no husband present.....	19,859	13.7
American Indian and Alaska Native.....	5,676	1.3	With own children under 18 years.....	12,176	8.4
Asian.....	18,848	4.2	Nonfamily households.....	35,629	24.5
Asian Indian.....	4,952	1.1	Householder living alone.....	28,211	19.4
Chinese.....	1,980	0.4	Householder 65 years and over.....	11,408	7.9
Filipino.....	3,085	0.7	Households with individuals under 18 years.....	66,426	45.8
Japanese.....	726	0.2	Households with individuals 65 years and over ..	32,662	22.5
Korean.....	505	0.1	Average household size.....	3.03	(X)
Vietnamese.....	1,234	0.3	Average family size.....	3.47	(X)
Other Asian <sup>1</sup> .....	6,366	1.4	<b>HOUSING OCCUPANCY</b>		
Native Hawaiian and Other Pacific Islander.....	1,529	0.3	<b>Total housing units.....</b>	<b>150,807</b>	<b>100.0</b>
Native Hawaiian.....	256	0.1	Occupied housing units.....	145,146	96.2
Guamanian or Chamorro.....	167	-	Vacant housing units.....	5,661	3.8
Samoan.....	243	0.1	For seasonal, recreational, or		
Other Pacific Islander <sup>2</sup> .....	863	0.2	occasional use.....	455	0.3
Some other race.....	75,187	16.8	Homeowner vacancy rate (percent).....	1.3	(X)
Two or more races.....	24,335	5.4	Rental vacancy rate (percent).....	3.2	(X)
<b>Race alone or in combination with one</b>			<b>HOUSING TENURE</b>		
<b>or more other races: <sup>3</sup></b>			<b>Occupied housing units.....</b>	<b>145,146</b>	<b>100.0</b>
White.....	330,141	73.9	Owner-occupied housing units.....	89,886	61.9
Black or African American.....	14,187	3.2	Renter-occupied housing units.....	55,260	38.1
American Indian and Alaska Native.....	11,241	2.5	Average household size of owner-occupied units.....	3.03	(X)
Asian.....	24,464	5.5	Average household size of renter-occupied units.....	3.03	(X)
Native Hawaiian and Other Pacific Islander.....	3,567	0.8			
Some other race.....	89,113	19.9			

- Represents zero or rounds to zero. (X) Not applicable.

<sup>1</sup> Other Asian alone, or two or more Asian categories.<sup>2</sup> Other Pacific Islander alone, or two or more Native Hawaiian and Other Pacific Islander categories.<sup>3</sup> In combination with one or more of the other races listed. The six numbers may add to more than the total population and the six percentages may add to more than 100 percent because individuals may report more than one race.

Source: U.S. Census Bureau, Census 2000.

**Table DP-2. Profile of Selected Social Characteristics: 2000**

Geographic area: Stanislaus County, California

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
<b>SCHOOL ENROLLMENT</b>			<b>NATIVITY AND PLACE OF BIRTH</b>		
Population 3 years and over enrolled in school.....	136,838	100.0	Total population.....	446,997	100.0
Nursery school, preschool.....	6,441	4.7	Native.....	365,382	81.7
Kindergarten.....	7,998	5.8	Born in United States.....	362,170	81.0
Elementary school (grades 1-8).....	66,432	48.5	State of residence.....	280,069	62.7
High school (grades 9-12).....	31,847	23.3	Different state.....	82,101	18.4
College or graduate school.....	24,120	17.6	Born outside United States.....	3,212	0.7
			Foreign born.....	81,615	18.3
			Entered 1990 to March 2000.....	27,701	6.2
			Naturalized citizen.....	30,603	6.8
			Not a citizen.....	51,012	11.4
<b>EDUCATIONAL ATTAINMENT</b>			<b>REGION OF BIRTH OF FOREIGN BORN</b>		
Population 25 years and over.....	264,578	100.0	Total (excluding born at sea).....	81,615	100.0
Less than 9th grade.....	36,135	13.7	Europe.....	7,363	9.0
9th to 12th grade, no diploma.....	42,292	16.0	Asia.....	16,979	20.8
High school graduate (includes equivalency).....	68,945	26.1	Africa.....	426	0.5
Some college, no degree.....	62,493	23.6	Oceania.....	2,510	3.1
Associate degree.....	17,534	6.6	Latin America.....	53,446	65.5
Bachelor's degree.....	25,454	9.6	Northern America.....	891	1.1
Graduate or professional degree.....	11,725	4.4			
Percent high school graduate or higher.....	70.4	(X)	<b>LANGUAGE SPOKEN AT HOME</b>		
Percent bachelor's degree or higher.....	14.1	(X)	Population 5 years and over.....	411,833	100.0
			English only.....	278,370	67.6
<b>MARITAL STATUS</b>			Language other than English.....	133,463	32.4
Population 15 years and over.....	330,444	100.0	Speak English less than "very well".....	64,318	15.6
Never married.....	84,955	25.7	Spanish.....	97,137	23.6
Now married, except separated.....	184,054	55.7	Speak English less than "very well".....	48,468	11.8
Separated.....	7,863	2.4	Other Indo-European languages.....	17,166	4.2
Widowed.....	19,327	5.8	Speak English less than "very well".....	6,582	1.6
Female.....	15,952	4.8	Asian and Pacific Island languages.....	11,478	2.8
Divorced.....	34,245	10.4	Speak English less than "very well".....	6,006	1.5
Female.....	19,671	6.0			
			<b>ANCESTRY (single or multiple)</b>		
<b>GRANDPARENTS AS CAREGIVERS</b>			Total population.....	446,997	100.0
Grandparent living in household with one or more own grandchildren under 18 years.....	12,494	100.0	Total ancestries reported.....	456,262	102.1
Grandparent responsible for grandchildren.....	4,894	39.2	Arab.....	1,315	0.3
			Czech <sup>1</sup> .....	1,065	0.2
<b>VETERAN STATUS</b>			Danish.....	2,896	0.6
Civilian population 18 years and over ..	308,053	100.0	Dutch.....	9,007	2.0
Civilian veterans.....	32,806	10.6	English.....	33,479	7.5
			French (except Basque) <sup>1</sup> .....	9,845	2.2
<b>DISABILITY STATUS OF THE CIVILIAN NONINSTITUTIONALIZED POPULATION</b>			French Canadian <sup>1</sup> .....	1,369	0.3
Population 5 to 20 years.....	124,183	100.0	German.....	46,445	10.4
With a disability.....	10,213	8.2	Greek.....	1,675	0.4
Population 21 to 64 years.....	239,413	100.0	Hungarian.....	670	0.1
With a disability.....	56,530	23.6	Irish <sup>1</sup> .....	35,110	7.9
Percent employed.....	47.1	(X)	Italian.....	16,953	3.8
No disability.....	182,883	76.4	Lithuanian.....	155	-
Percent employed.....	70.5	(X)	Norwegian.....	6,228	1.4
Population 65 years and over.....	44,639	100.0	Polish.....	3,360	0.8
With a disability.....	20,948	46.9	Portuguese.....	22,115	4.9
			Russian.....	1,290	0.3
<b>RESIDENCE IN 1995</b>			Scotch-Irish.....	5,235	1.2
Population 5 years and over.....	411,833	100.0	Scottish.....	5,513	1.2
Same house in 1995.....	209,340	50.8	Slovak.....	134	-
Different house in the U.S. in 1995.....	191,487	46.5	Subsaharan African.....	879	0.2
Same county.....	128,082	31.1	Swedish.....	8,128	1.8
Different county.....	63,405	15.4	Swiss.....	2,557	0.6
Same state.....	52,374	12.7	Ukrainian.....	745	0.2
Different state.....	11,031	2.7	United States or American.....	22,295	5.0
Elsewhere in 1995.....	11,006	2.7	Welsh.....	2,359	0.5
			West Indian (excluding Hispanic groups).....	245	0.1
			Other ancestries.....	215,195	48.1

-Represents zero or rounds to zero. (X) Not applicable.

<sup>1</sup>The data represent a combination of two ancestries shown separately in Summary File 3. Czech includes Czechoslovakian. French includes Alsatian. French Canadian includes Acadian/Cajun. Irish includes Celtic.

Source: U.S. Bureau of the Census, Census 2000.



**Table DP-3. Profile of Selected Economic Characteristics: 2000**

Geographic area: Stanislaus County, California

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
<b>EMPLOYMENT STATUS</b>			<b>INCOME IN 1999</b>		
Population 16 years and over .....	322,469	100.0	Households .....	145,253	100.0
In labor force .....	197,448	61.2	Less than \$10,000 .....	13,542	9.3
Civilian labor force .....	197,320	61.2	\$10,000 to \$14,999 .....	10,035	6.9
Employed .....	174,328	54.1	\$15,000 to \$24,999 .....	20,413	14.1
Unemployed .....	22,992	7.1	\$25,000 to \$34,999 .....	19,387	13.3
Percent of civilian labor force .....	11.7	(X)	\$35,000 to \$49,999 .....	25,122	17.3
Armed Forces .....	128	-	\$50,000 to \$74,999 .....	29,155	20.1
Not in labor force .....	125,021	38.8	\$75,000 to \$99,999 .....	14,410	9.9
Females 16 years and over .....	167,099	100.0	\$100,000 to \$149,999 .....	8,954	6.2
In labor force .....	89,446	53.5	\$150,000 to \$199,999 .....	1,879	1.3
Civilian labor force .....	89,442	53.5	\$200,000 or more .....	2,356	1.6
Employed .....	77,535	46.4	Median household income (dollars) .....	40,101	(X)
Own children under 6 years .....	40,050	100.0	With earnings .....	117,085	80.6
All parents in family in labor force .....	21,188	52.9	Mean earnings (dollars) <sup>1</sup> .....	51,412	(X)
<b>COMMUTING TO WORK</b>			With Social Security income .....	36,506	25.1
Workers 16 years and over .....	170,169	100.0	Mean Social Security income (dollars) <sup>1</sup> .....	10,960	(X)
Car, truck, or van -- drove alone .....	130,788	76.9	With Supplemental Security Income .....	11,029	7.6
Car, truck, or van -- carpooled .....	25,575	15.0	Mean Supplemental Security Income (dollars) <sup>1</sup> .....	7,061	(X)
Public transportation (including taxicab) .....	1,645	1.0	With public assistance income .....	9,151	6.3
Walked .....	4,072	2.4	Mean public assistance income (dollars) <sup>1</sup> .....	4,699	(X)
Other means .....	2,601	1.5	With retirement income .....	23,675	16.3
Worked at home .....	5,488	3.2	Mean retirement income (dollars) <sup>1</sup> .....	14,567	(X)
Mean travel time to work (minutes) <sup>1</sup> .....	26.8	(X)	<b>Families .....</b>		
Employed civilian population				110,249	100.0
16 years and over .....	174,328	100.0	Less than \$10,000 .....	7,264	6.6
<b>OCCUPATION</b>			\$10,000 to \$14,999 .....	6,291	5.7
Management, professional, and related occupations .....	46,182	26.5	\$15,000 to \$24,999 .....	14,181	12.9
Service occupations .....	26,856	15.4	\$25,000 to \$34,999 .....	14,208	12.9
Sales and office occupations .....	44,706	25.6	\$35,000 to \$49,999 .....	19,725	17.9
Farming, fishing, and forestry occupations .....	6,226	3.6	\$50,000 to \$74,999 .....	24,682	22.4
Construction, extraction, and maintenance occupations .....	19,877	11.4	\$75,000 to \$99,999 .....	12,425	11.3
Production, transportation, and material moving occupations .....	30,481	17.5	\$100,000 to \$149,999 .....	7,779	7.1
<b>INDUSTRY</b>			\$150,000 to \$199,999 .....	1,633	1.5
Agriculture, forestry, fishing and hunting, and mining .....	9,715	5.6	\$200,000 or more .....	2,061	1.9
Construction .....	13,943	8.0	Median family income (dollars) .....	44,703	(X)
Manufacturing .....	25,469	14.6	Per capita income (dollars) <sup>1</sup> .....	16,913	(X)
Wholesale trade .....	7,447	4.3	<b>Median earnings (dollars):</b>		
Retail trade .....	21,687	12.4	Male full-time, year-round workers .....	36,969	(X)
Transportation and warehousing, and utilities .....	9,153	5.3	Female full-time, year-round workers .....	26,595	(X)
Information .....	3,379	1.9			
Finance, insurance, real estate, and rental and leasing .....	7,881	4.5			
Professional, scientific, management, administrative, and waste management services .....	12,874	7.4			
Educational, health and social services .....	34,825	20.0			
Arts, entertainment, recreation, accommodation and food services .....	11,876	6.8			
Other services (except public administration) .....	9,273	5.3			
Public administration .....	6,806	3.9			
<b>CLASS OF WORKER</b>					
Private wage and salary workers .....	133,672	76.7			
Government workers .....	25,555	14.7			
Self-employed workers in own not incorporated business .....	14,197	8.1			
Unpaid family workers .....	904	0.5			

-Represents zero or rounds to zero. (X) Not applicable.

<sup>1</sup>If the denominator of a mean value or per capita value is less than 30, then that value is calculated using a rounded aggregate in the numerator. See text.

Source: U.S. Bureau of the Census, Census 2000.

**Table DP-4. Profile of Selected Housing Characteristics: 2000**

Geographic area: Stanislaus County, California

[Data based on a sample. For information on confidentiality protection, sampling error, nonsampling error, and definitions, see text]

Subject	Number	Percent	Subject	Number	Percent
<b>Total housing units</b> .....	<b>150,807</b>	<b>100.0</b>	<b>OCCUPANTS PER ROOM</b>		
<b>UNITS IN STRUCTURE</b>			<b>Occupied housing units</b> .....	<b>145,146</b>	<b>100.0</b>
1-unit, detached .....	109,509	72.6	1.00 or less .....	125,015	86.1
1-unit, attached .....	7,190	4.8	1.01 to 1.50 .....	10,216	7.0
2 units .....	4,486	3.0	1.51 or more .....	9,915	6.8
3 or 4 units .....	6,043	4.0			
5 to 9 units .....	3,675	2.4	<b>Specified owner-occupied units</b> .....	<b>77,710</b>	<b>100.0</b>
10 to 19 units .....	1,880	1.2	<b>VALUE</b>		
20 or more units .....	9,574	6.3	Less than \$50,000 .....	923	1.2
Mobile home .....	8,196	5.4	\$50,000 to \$99,999 .....	19,340	24.9
Boat, RV, van, etc .....	254	0.2	\$100,000 to \$149,999 .....	33,938	43.7
			\$150,000 to \$199,999 .....	13,537	17.4
<b>YEAR STRUCTURE BUILT</b>			\$200,000 to \$299,999 .....	6,868	8.8
1999 to March 2000 .....	3,009	2.0	\$300,000 to \$499,999 .....	2,299	3.0
1995 to 1998 .....	7,721	5.1	\$500,000 to \$999,999 .....	666	0.9
1990 to 1994 .....	16,323	10.8	\$1,000,000 or more .....	139	0.2
1980 to 1989 .....	32,635	21.6	Median (dollars) .....	125,300	(X)
1970 to 1979 .....	34,669	23.0			
1960 to 1969 .....	19,656	13.0	<b>MORTGAGE STATUS AND SELECTED</b>		
1940 to 1959 .....	26,954	17.9	<b>MONTHLY OWNER COSTS</b>		
1939 or earlier .....	9,840	6.5	With a mortgage .....	61,542	79.2
<b>ROOMS</b>			Less than \$300 .....	212	0.3
1 room .....	2,677	1.8	\$300 to \$499 .....	2,236	2.9
2 rooms .....	9,474	6.3	\$500 to \$699 .....	5,263	6.8
3 rooms .....	18,014	11.9	\$700 to \$999 .....	16,626	21.4
4 rooms .....	23,052	15.3	\$1,000 to \$1,499 .....	24,291	31.3
5 rooms .....	37,517	24.9	\$1,500 to \$1,999 .....	9,026	11.6
6 rooms .....	30,689	20.3	\$2,000 or more .....	3,888	5.0
7 rooms .....	17,447	11.6	Median (dollars) .....	1,112	(X)
8 rooms .....	7,383	4.9	Not mortgaged .....	16,168	20.8
9 or more rooms .....	4,554	3.0	Median (dollars) .....	269	(X)
Median (rooms) .....	5.1	(X)	<b>SELECTED MONTHLY OWNER COSTS</b>		
<b>Occupied housing units</b> .....	<b>145,146</b>	<b>100.0</b>	<b>AS A PERCENTAGE OF HOUSEHOLD</b>		
<b>YEAR HOUSEHOLDER MOVED INTO UNIT</b>			<b>INCOME IN 1999</b>		
1999 to March 2000 .....	29,941	20.6	Less than 15.0 percent .....	21,898	28.2
1995 to 1998 .....	44,983	31.0	15.0 to 19.9 percent .....	12,440	16.0
1990 to 1994 .....	25,582	17.6	20.0 to 24.9 percent .....	11,727	15.1
1980 to 1989 .....	22,758	15.7	25.0 to 29.9 percent .....	9,067	11.7
1970 to 1979 .....	12,912	8.9	30.0 to 34.9 percent .....	5,893	7.6
1969 or earlier .....	8,970	6.2	35.0 percent or more .....	16,227	20.9
			Not computed .....	458	0.6
<b>VEHICLES AVAILABLE</b>			<b>Specified renter-occupied units</b> .....	<b>53,840</b>	<b>100.0</b>
None .....	12,423	8.6	<b>GROSS RENT</b>		
1 .....	46,637	32.1	Less than \$200 .....	1,029	1.9
2 .....	57,787	39.8	\$200 to \$299 .....	2,070	3.8
3 or more .....	28,299	19.5	\$300 to \$499 .....	11,499	21.4
<b>HOUSE HEATING FUEL</b>			\$500 to \$749 .....	23,256	43.2
Utility gas .....	97,130	66.9	\$750 to \$999 .....	11,036	20.5
Bottled, tank, or LP gas .....	4,554	3.1	\$1,000 to \$1,499 .....	2,547	4.7
Electricity .....	38,846	26.8	\$1,500 or more .....	280	0.5
Fuel oil, kerosene, etc .....	133	0.1	No cash rent .....	2,123	3.9
Coal or coke .....	11	-	Median (dollars) .....	611	(X)
Wood .....	3,410	2.3	<b>GROSS RENT AS A PERCENTAGE OF</b>		
Solar energy .....	48	-	<b>HOUSEHOLD INCOME IN 1999</b>		
Other fuel .....	302	0.2	Less than 15.0 percent .....	8,031	14.9
No fuel used .....	712	0.5	15.0 to 19.9 percent .....	7,597	14.1
<b>SELECTED CHARACTERISTICS</b>			20.0 to 24.9 percent .....	6,580	12.2
Lacking complete plumbing facilities .....	827	0.6	25.0 to 29.9 percent .....	5,544	10.3
Lacking complete kitchen facilities .....	834	0.6	30.0 to 34.9 percent .....	4,166	7.7
No telephone service .....	2,702	1.9	35.0 percent or more .....	18,877	35.1
			Not computed .....	3,045	5.7

-Represents zero or rounds to zero. (X) Not applicable.

Source: U.S. Bureau of the Census, Census 2000.

# Appendix B

## PREVIOUSLY STUDIED OCCUPATIONS- STANISLAUS COUNTY

### 2001

531230	Adjustment Clerks	531210	Loan and Credit Clerk
07936199	Animal Health Techs	851190	Mach. Maintenance Mechanics
535080	Bill / Account Collectors	660050	Medical Assistants
857050	Bus Drivers- School	169167998	Office Managers
929170	Cooking Mach. Operators	079364998	Optometric Assistant
553210	File Clerks	283050	Paralegal Personnel
538080	Hotel Desk Clerks	273070	Residential Counselors
979470	Ind. Truck and Tractor Op.	323020	Respiratory Care Practitioners
533110	Insurance Claims Clerks	150330999	Storage and Distribution Managers
551020	Legal Secretaries	313110	Teachers- Special Education

### 2000

939560	Assemblers and Fab.	929740	Packaging and Filling Mach. Tender
553380	Bookkeeping Clerks	874020	Painters and Paperhangers
853110	Bus and Truck Mechanics	875020	Plumbers / Pipe fitters
857050	Data Proc. Equip. Repair	630140	Police Patrol Officers
410020	First line Sup-Sales	325020	Registered Nurses
859020	HVAC Mechanic	891320	Sheet Metal Workers
150140	Industrial Prod. Mgr	273050	Social Workers
851320	Maint. Repairer- General	580230	Stock Clerks
329110	Med. Records Tech	315140	Vocational and Ed Counselors
917140	Metal Fab- Structural Met.	660210	Occ.I Therapy Assit/Aids (DELETED)

### 1999

211140	Accountants and Auditors	031064999	Internet Website Designers
650170	Counter Attendants	211080	Loan Officers and Counselors
329080	Dental Hygienist	185167999	Managers, retail
580050	Dispatchers	130110	Marketing, Advertising, PR Managers
130020	Financial Managers	551050	Medical Secretaries
630080	Firefighters	323080	Physical Therapists
810080	First line Sup-Production	325110	Physicians' Assistants
898080	Food Batchmaker	150110	Property Managers
790110	Graders and Sorters	313050	Teachers, Elementary
273080	Human Service Workers	531020	Tellers

## PREVIOUSLY STUDIED OCCUPATIONS- STANISLAUS COUNTY

### 1998

169167997	Administrative Assistants	150261	Food Service Manager
620281999	Auto Tech- Exhaust	630470	Guards and Watch Guards
939050	Cannery Workers	315211	Instructional Aides
490230	Cashiers	325050	Licensed Vocational Nurse
680380	Child Care Workers	660170	Physical Therapy Aides
033162996	Computer Network Tech	660170	Physical Therapy Assistants
251040	Computer Support Spec.	490112	Salesperson- Retail
650260	Cook-Restaurant	329280	Surgical Technician
490170	Counter/Rental Clerks	650080	Waiters and Waitresses
660020	Dental Assistant	939140	Welders and Cutters

### 1997

853020	Auto Mechanics	670050	Janitors and Cleaners
003362999	CAD Technicians	851190999	Mach. Maintenance Mechanics
871020	Carpenters	891080	Machinists
650410	Comb. Food Prep/Service	660080	Nurse Aides (CNAs)
251051	Computer Programmers	925430	Printing Press Mach. Operators
650320	Cook-Spec. Fast Food	580080	Prod, Planning, Expediting Clerks
553350997	Customer Service Rep	553050	Receptionists and Info Clerks
872020	Electricians	490140	Salesperson – Parts
987000	Freight/Stock/ Mat Movers	580280	Traffic, Shipping, Receiving Clerks
190050	Gen. Managers/Top Exec.	971020	Truck Drivers, Heavy

### 1996

939560	Assemblers and Fab.	660110	Home Health Care Worker
853050	Auto Body Repairers	979470	Indus. Truck/Tractor Operators
650230	Butchers	N/A	LAN/WAN Network Managers
971170	Driver/Sales Worker	851320	Maint. Repairers, General Utility
340381	Floral Designers	939380	Meat/Poultry/Fish Cutters- Hand
650380	Food Prep Worker	329020	Medical/Clinical Lab Tech
553470	General Office Clerks	670080	Pest Controllers and Asst.
680050	Hairdressers/ Cosmetolog.	830050	Production Inspectors
989020	Hand Packers/Packagers	313110	Teachers, Special Ed
N/A	HazMat / Waste Tech.	971050	Truck Driver, Light



# Appendix C



**Please return completed questionnaire to:**

Stanislaus County DET Andy Fiskum  
PO BOX 3389 Phone: 209-558-2107  
Modesto, CA 95353-3389 Fax: 209-558-2164

ALL RESPONSES ARE KEPT STRICTLY CONFIDENTIAL

Whom should we contact with any further questions?

Name: \_\_\_\_\_

Position: \_\_\_\_\_

Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

**Assemblers and Fabricators except Machine, Electronic/Electrical and Precision (OES CODE: 939560)**

Workers in this category assemble and/or fit together parts to form complete units or subassemblies at a bench, conveyor line or on the floor. Work may include use of hand/power tools or special equipment to carry out fitting/assembly operations. Do not include electronic, electrical, machine or precision assemblers and workers who do specialized processes such as riveting, welding, soldering, machining or sawing.

**Does your firm employ any individual performing the duties in the occupation described above?** ☐ Yes ☐ No

**If yes**, please complete this survey for the occupation described.

**If no**, please return this questionnaire to the above address.

If your firm has multiple locations, please confine your answers to locations in **Stanislaus County**.

1. What job title(s) does **your** firm use for these duties \_\_\_\_\_

2a. How many employees does your firm **currently** have in this occupation? \_\_\_\_\_

2b. In this occupation, how many are: **Male**? \_\_\_\_\_ **Female**? \_\_\_\_\_

2c. In this occupation, how many current employees are :	On average, how many weekly hours do they
work? Regular, Full Time: _____	Average Weekly Hours Worked: _____
Regular, Part Time: _____	Average Weekly Hours Worked: _____
Temporary/On Call: _____	Average Weekly Hours Worked: _____
Seasonal: _____	Average Weekly Hours Worked: _____

3. In your firm, what shifts are available for this occupation? (check all that apply)

☐ Day ☐ Swing ☐ Graveyard ☐ Other (Please specify): \_\_\_\_\_

4. Has your firm hired in this occupation within the last 12 months? ☐ Yes ☐ No **If yes**,

How many were hired to fill vacancies resulting from **promotions** within your firm? \_\_\_\_\_

How many were hired to fill vacancies resulting from people in **permanent positions leaving** your firm? \_\_\_\_\_

How many were hired to fill **new permanent positions** resulting from growth? \_\_\_\_\_

How many were hired to fill **temporary, on call, or seasonal positions**? \_\_\_\_\_

5a. During the last 12 months, did your firm's employment in this occupation: (Check one)

☐ Decline ☐ Remain Stable ☐ Grow

5b. Over the next **24 months**, do you **expect** your firm's employment in this occupation to: (Check one)

☐ Decline ☐ Remain Stable ☐ Grow

6. When you hire applicants for this occupation, is prior experience in this occupation required?

☐ Yes ☐ No ☐ Not required, but preferred

**If yes or preferred**, how much experience in this occupation is required/preferred? \_\_\_\_\_ (months)

Is experience in **other occupations** accepted? ☐ Yes ☐ No

**If yes**, please specify: Occupation: \_\_\_\_\_ (months)

7. If prior experience **is required** when you hire applicants for this occupation, please indicate how difficult it is for your firm to find **fully qualified applicants**. (Circle one)

Not Difficult = 1    2    3    4 = Difficult

8. If prior experience **is not required** when you hire applicants for this occupation, please indicate how difficult it is for your firm to find qualified applicants. (Circle one)

Not Difficult = 1    2    3    4 = Difficult

9. Does your firm accept training as a substitute for experience in this occupation? ☐ Yes ☐ No

**If yes**, how many months of training can generally be substituted? \_\_\_\_\_ (months)

10. Is technical or vocational training **required** prior to employment in this occupation?

☐ Yes ☐ No ☐ Not required, but preferred

**If yes or preferred**, what kind of training is required/preferred? \_\_\_\_\_ (months)

11. What is the **minimum level of education** your firm requires when hiring an applicant in this occupation? (Check one). ☐ Less than high school diploma ☐ High school diploma or equivalent

☐ Associate Degree (2 year) ☐ Bachelor Degree (4 year) ☐ Graduate Study

12a. What is the usual income earned by your firm's employees in this occupation at the following levels of skill and experience?

Base Wage or Salary

- New hires, no experience (trained or untrained): \$ \_\_\_\_\_
- New hires who are experienced: \$ \_\_\_\_\_
- Experienced employees **after 3 years**: \$ \_\_\_\_\_

Please check one: ☐ Hour ☐ Week ☐ Month ☐ Year

12b. For other compensation, if applicable, please indicate the **average** overall earnings and types(s) of compensation.

- New hires, no experience (trained or untrained): \$ \_\_\_\_\_
- New hires who are experienced: \$ \_\_\_\_\_
- Experienced employees **after 3 years**: \$ \_\_\_\_\_

Please check one: ☐ Hour ☐ Week ☐ Month ☐ Year

Type of Compensation: ☐ Commission ☐ Tips ☐ Bonus ☐ Piece Rate ☐ Other (Please specify): \_\_\_\_\_

13. Are the wages for employees in this occupation subject to a collective bargaining or union agreement?

☐ Yes ☐ No **If yes**, what is the name of the union or local number? \_\_\_\_\_

14. Please check which benefits your firm offers full-time (FT) and part-time (PT) employees in this occupation and which best describes who pays for them:

	Employer Pays All		Share Cost		Employee Pays All		Not Provided	
	FT	PT	FT	PT	FT	PT	FT	PT
Medical Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dental Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sick Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please Specify):	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15a. Does your firm ever **promote** employees in this occupation to **higher level** positions? ☐ Yes ☐ No

If yes, what are the titles of the positions to which they may be promoted?

---

15b. What skills are important for **career advancement**?

---

16. What computer software skills, if any, does your firm seek in applicants for this occupation? (Check all that apply) ☐

None ☐ Word Processing ☐ Spreadsheet ☐ Database ☐ Desktop Publishing ☐ Other (Please specify):

What are the main software programs used for everyday operations by your firm?

---

17. What other new skills are needed to perform the duties of this occupation?

---

18. When your firm hires employees for this occupation, which are the **top three most successful** recruitment methods?

- |   |   |  |
|---|---|--|
| <input type="checkbox"/> In-house promotions or transfers | <input type="checkbox"/> Newspaper ads        | <input type="checkbox"/> Internet                |
| <input type="checkbox"/> EDD                              | <input type="checkbox"/> Walk-in applicants   | <input type="checkbox"/> Colleges/Universities   |
| <input type="checkbox"/> School/program referrals         | <input type="checkbox"/> Union hall referrals | <input type="checkbox"/> Employee referrals      |
| <input type="checkbox"/> Private employment agencies      | <input type="checkbox"/> Trade journals       | <input type="checkbox"/> Other (Please specify): |
- 

19. Are you aware of any new, changing, or emerging occupations in your industry? ☐ Yes ☐ No

If yes, please specify: 

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20. Would you like to receive a complimentary copy of the survey results for this occupation? ☐ Yes ☐ No

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STANISLAUS CAREER NETWORK



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**CareerNet Workshops**

**(209) 558-8556**

**DET Information Line**

**(209) 558-2101**

**School Information**

**[www.i-train.org/etpl](http://www.i-train.org/etpl)**

**Labor Market Information**

**[www.calmis.ca.gov](http://www.calmis.ca.gov)**

**[www.usworks.com/centralvalley](http://www.usworks.com/centralvalley)**

**Unemployment Information**

**1(800) 300-5616**

**Selective Service- Online**

**[www.sss.gov](http://www.sss.gov)**

**Cal Jobs Information**

**[www.caljobs.ca.gov](http://www.caljobs.ca.gov)**



**[www.stannet.org](http://www.stannet.org)**